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**The Commonwealth of Massachusetts**

**BUREAU OF STATISTICS**

CHARLES F. GETTEMY, Director

**LABOR BULLETIN No. 120**

(Being Part II of the Annual Report on the Statistics of Labor for 1917)

**SEVENTH ANNUAL REPORT**

ON

**UNION SCALE OF WAGES AND HOURS OF  
LABOR IN MASSACHUSETTS**

**1916**



MAY 1, 1917

BOSTON

WRIGHT & POTTER PRINTING COMPANY

STATE PRINTERS

1917

# ORGANIZATION AND FUNCTIONS OF THE MASSACHUSETTS BUREAU OF STATISTICS

Rooms 250-254, State House, Boston

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The Bureau is organized into five permanent divisions: 1. The *Administrative Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts and installs accounting systems in cities and towns, and supervises the issuance of town notes; 5. The *Public Employment Offices Division*, embracing the administration of the State Public Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 47 Water Street, Springfield; and 48 Green Street, Worcester. During the period of taking and compiling the Census, a sixth division, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . . ; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

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PUBLICATION OF THIS DOCUMENT  
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SUPERVISOR OF ADMINISTRATION.

# **The Commonwealth of Massachusetts**

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# UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1916.

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## INTRODUCTION.

This report is the seventh of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.<sup>1</sup> The data herein presented were obtained principally as of the date October 1, 1916, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a time-rate system.

In certain industries and trades such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid on a piece-rate basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a definite scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, where, as in the more strongly organized industry, such as the building trades, a scale of wages and hours of labor has been established, although it may never have been formally accepted by employers, such scales have been included in this report because they are virtually as effective as those which have been the subject of definite agreement between employers and employees.

By "*time-rates of wages*", as used in this report, is meant the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since

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<sup>1</sup> Previous reports of this Bureau dealing with the union scale of wages and hours of labor were issued as follows:

Prevailing Time-rates of Wages and Hours of Labor, 1910, issued as Part I of the Annual Report on the Statistics of Labor for 1910;

Time-rates of Wages and Hours of Labor in Certain Occupations, 1911, issued as Labor Bulletin No. 91;

Union Scale of Wages and Hours of Labor, 1912, published in the Fifth Annual Report on Labor Organizations for 1912, also issued as Labor Bulletin No. 96;

Union Scale of Wages and Hours of Labor, 1913, issued as Labor Bulletin No. 97;

Union Scale of Wages and Hours of Labor, 1914, issued as Labor Bulletin No. 107;

Union Scale of Wages and Hours of Labor, 1915, issued as Labor Bulletin No. 114.

the earnings of employees depend both upon the rates of wages paid them and upon the *continuity* of their employment. Thus, in the building trades the actual earnings of an employee are determined not only by the rate of wages, but also by the amount of building being done, the condition of the weather, the amount of material on hand, etc. The rates of wages per hour, or per day, serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, reducing the idle period, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same.

Time-rates are calculated in various ways, but generally by the hour, day, or week. Thus, in the building trades, the wages are generally calculated by the hour, while in most mills and factories a weekly rate prevails. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate has been established among their members. In other cases a rate for only one period has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report, for the reason that the daily or weekly rates may not, in many instances, be computed accurately on the basis of the hourly rates. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day.

The "*union scale*" establishes merely a minimum rate, less than which members are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in most cases members are liable to definite penalties for violations of such union rules. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined

by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the minimum rates of wages and maximum number of hours which have been established in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

Of the 1,427 local unions known to be in existence in Massachusetts on October 1, 1916, 943, or 66.1 per cent, are represented in these returns. The aggregate membership of these 943 local unions was 152,988, or 58.2 per cent of the aggregate membership (262,682) of the 1,427 local unions in the State on that date. Of certain local unions represented a portion only of the membership was reported as working on a time-rate basis, yet the total number of members not so working was relatively so small that it seems fair to conclude that at least 50 per cent of the aggregate number of trade union members in the State were working on a standard time-rate basis. In addition to these, nearly all of the members of 212 local unions, having an aggregate membership of 70,515, were reported as working on a standard *piece-price* basis. It therefore appears that the total number of local unions, nearly all of whose members were reported as working on either a standard time-rate or piece-rate basis, was 1,155, or 80.9 per cent of the total number of local unions in the State, while the aggregate membership of these 1,155 organizations was 223,503, or 85.1 per cent of the aggregate membership of all local unions in the State.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. Almost invariably a spirit of hearty co-operation has been manifested by those whom it has been necessary to consult.

## A. GENERAL GROUP OF TRADES.

TABLE 1. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Bricklayers, Masons, and Plasterers.</b>									
<i>Apprentices.</i>									
Attleboro, . . . . .	\$0.20	\$1.60	\$8.80	1½ T.	2 T.	8	4	44	12
Beverly:									
First year, . . . . .	-	-	7.00	-	-	8	4	44	12
Second year, . . . . .	-	-	9.00	-	-	8	4	44	12
Third year, . . . . .	-	-	12.00	-	-	8	4	44	12
Boston (plasterers):									
First year, . . . . .	-	-	6.00	-	-	8	2 -	40	2 -
Second year, . . . . .	-	-	9.00	-	-	8	2 -	40	2 -
Third year, . . . . .	-	-	12.00	-	-	8	2 -	40	2 -
Fourth year, . . . . .	-	-	15.00	-	-	8	2 -	40	2 -
Brockton:									
First year, . . . . .	-	-	7.00	-	-	8	4	44	12
Second year, . . . . .	-	-	8.00	-	-	8	4	44	12
Third year, . . . . .	-	-	10.00	-	-	8	4	44	12
Fall River (first year), . .	-	1.50	-	-	-	8	4	44	12
Fall River (third year), . .	-	3.00	-	-	-	8	4	44	12
Fitchburg:									
First year, . . . . .	-	1.25	-	1½ T.	2 T.	8	8	48	4
Second year, . . . . .	-	1.50	-	1½ T.	2 T.	8	8	48	4
Third year, . . . . .	-	1.75	-	1½ T.	2 T.	8	8	48	4
Great Barrington, . . . . .	18¾	1.50	9.00	2 T.	2 T.	8	8	48	-
Worcester:									
First year, . . . . .	-	-	7.50	-	-	8	4	44	12
Second year, . . . . .	-	-	9.00	-	-	8	4	44	12
Third year (first six months), . .	-	-	12.00	-	-	8	4	44	12
Third year (second six months), . .	-	-	15.00	-	-	8	4	44	12
<i>Bricklayers.</i>									
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Fitchburg, . . . . .	.65	5.20	-	4 -	2 T.	8	8	48	4
Framingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	-
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Haverhill, . . . . .	.65	-	-	6 -	2 T.	8	4	44	12
Holyoke, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Leominster (see Fitchburg).									
Lowell, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62½	-	30.00	2 T.	2 T.	8	8	48	-
Northampton, . . . . .	.62½	5.00	-	2 T.	2 T.	8	8	48	-

<sup>1</sup> The symbols used throughout this presentation in the columns headed "Overtime" signify as follows: Reg. = Regular Time; 1¼ T. = Time and one-quarter; 1½ T. = Time and one-half; 2 T. = Double Time; 3 T. = Triple Time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> Men employed on sewer work are paid 50 cents more a day.

<sup>4</sup> Repairing boilers on Saturday afternoon, double time; other work, time and one-half.

<sup>5</sup> Repairing old boilers, double time; other work, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
Bricklayers, Masons, and Plasterers — Con.									
Bricklayers — Con.									
Pittsfield, . . . . .	\$0.62½	—	—	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	\$4.80	\$26.40	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Vestfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Plasterers.									
Worcester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Brockton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Hyduburg, . . . . .	.65	—	—	1½ T.	2 T.	8	8	48	4
Framingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Haverhill, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	1	40	1
Leicester, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lowell (operative), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Lyons, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1	40	1
North Adams, . . . . .	.62½	—	30.00	2 T.	2 T.	8	8	48	—
Northampton, . . . . .	.62½	5.00	—	2 T.	2 T.	8	8	48	—
Pittsfield, . . . . .	.62½	—	—	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Springfield, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.70	—	—	2 T.	2 T.	8	1	40	1
Vestfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Stonemasons.									
Worcester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12
Framingham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Haverhill, . . . . .	.60	—	—	2	2 T.	8	4	44	12
Holyoke, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Leicester, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lyons, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Malden, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> Repairing old boilers, double time; other work, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Bricklayers, Masons, and Plasterers — Con.</b>										
<i>Stonemasons — Con.</i>										
Marlborough, . . . . .	\$0.50	\$4.00	\$22.00	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.62½	—	30.00	2 T.	2 T.	8	8	48	—	
Pittsfield, . . . . .	.62½	—	—	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—	
Waltham, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Worcester (foundation work), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Worcester (work above founda- tion), . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
<b>Building Laborers and Hod Carriers.</b>										
<i>Boston:</i>										
Concrete mixers, . . . . .	.37½	3.00	18.00	Reg.	2 T.	8	8	48	—	
Diggers, . . . . .	.37½	3.00	18.00	Reg.	2 T.	8	8	48	—	
Excavators, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12	
Hod carriers and building laborers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Masons' tenders, . . . . .	.40	3.20	19.20	1½ T.	2 T.	8	8	48	—	
Plasterers' tenders, . . . . .	.45	—	—	1 —	2 T.	8	2 —	40	2 —	
Brockton, . . . . .	.42½	—	—	2 T.	2 T.	8	4	44	12	
Cambridge, . . . . .	.42½	—	—	—	—	8	4	44	12	
Easthampton, . . . . .	.41	3.28	—	2 T.	2 T.	8	8	48	—	
Holyoke, . . . . .	—	2.50	15.00	2 T.	2 T.	8	8	48	—	
<i>Lawrence:</i>										
Building laborers and hod carriers (Unions A and B), . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders (Union A), . . . . .	.45	—	—	1½ T.	2 T.	8	2 —	40	2 —	
Plasterers' tenders (Union B), . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Lowell (masons' tenders), . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Lowell (plasterers' tenders), . . . . .	.43	—	—	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.40	—	—	3 —	2 T.	8	4	44	12	
Northampton, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—	
Quincy, . . . . .	.44	3.52	19.36	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	—	3.25	—	1½ T.	2 T.	8	4	44	12	
Springfield (shovelers), . . . . .	.31½	2.50	15.00	1½ T.	2 T.	8	8	48	—	
<i>Worcester:</i>										
Brick carriers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Mortar carriers, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Mortar mixers, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Staging builders, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
<b>Carpenters.</b>										
<i>Apprentices.</i>										
Boston, . . . . .	.25	2.00	—	2 T.	2 T.	{ 8	4 —	40	4 4	
Bridgewater (first year), . . . . .	—	—	8.00	—	—	{ 8	4	44	8	
Bridgewater (second year), . . . . .	—	—	10.00	—	—	{ 8	4	44	12	
Fall River (Union A), . . . . .	—	2.50	—	1½ T.	2 T.	8	4	44	12	
<i>Fall River (Union B):</i>										
First year, . . . . .	—	1.00	—	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	—	3.00	—	1½ T.	2 T.	8	4	44	12	

1 On Saturday afternoon, time and one-half; other overtime, double time.

2 Work 5 days a week; no work on Saturday.

3 Before 9 P.M., time and one-half; after 9 P.M., double time.

4 During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.



TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Apprentices — Con.</i>									
Fitchburg, . . . . .	{ \$0.30- .43 <sup>3</sup> / <sub>4</sub>	\$2.40- 3.50	{ \$14.40- 21.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	-
Franklin, . . . . .	-	-	10.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Great Barrington (first year), . . . . .	.25	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Haverhill:									
First year, . . . . .	-	1.50	-	1 -	2 T.	8	4	44	12
Second year, . . . . .	-	2.00	-	1 -	2 T.	8	4	44	12
Third year, . . . . .	-	2.75	-	1 -	2 T.	8	4	44	12
Hull, . . . . .	-	3.00	16.50	2 T.	2 -	8	4	44	12
Lee, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	16.50	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Leominster, . . . . .	.25	2.00	12.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	-
Lowell (Union A), . . . . .	-	-	{ 10.00- 12.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Lowell (Union B), . . . . .	.30	2.40	13.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Lynn:									
First year, . . . . .	-	-	10.00	3 -	2 -	8	4	44	12
Second year, . . . . .	-	-	12.00	3 -	2 -	8	4	44	12
Third year, . . . . .	-	-	15.00	3 -	2 -	8	4	44	12
Fourth year, . . . . .	-	-	18.00	3 -	2 -	8	4	44	12
Methuen:									
First year, . . . . .	.20	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Second year, . . . . .	.30	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Third year, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Fourth year, . . . . .	.45	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Middleborough:									
First year, . . . . .	-	-	9.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	12.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Third year, . . . . .	-	-	15.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Newton:									
First year, . . . . .	-	-	10.50	2 T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	15.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	-	-	19.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	-	-	22.00	2 T.	2 T.	8	4	44	12
North Attleborough, . . . . .	.30	2.40	13.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Salem:									
First year, . . . . .	-	1.50	8.25	2 T.	4 -	8	4	44	12
Second year, . . . . .	-	2.00	11.00	2 T.	4 -	8	4	44	12
Third year, . . . . .	-	3.00	16.50	2 T.	4 -	8	4	44	12
Springfield (Union A), . . . . .	-	-	18.00	2 T.	2 T.	8	4	44	12
Springfield (Union B), . . . . .	.30	2.40	13.20	2 T.	2 T.	8	4	44	12
Williamstown, . . . . .	.25	2.00	11.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Winchester (first year), . . . . .	.25	-	-	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Worcester, . . . . .	.25	2.00	-	5 -	2 T.	8	4	44	12
<i>Floorlayers.</i>									
Boston, . . . . .	.60	4.80	-	2 T.	2 T.	{ 8 8	6 - 4	40 44	6 4 8
<i>House Carpenters.</i>									
Adams, . . . . .	.47 <sup>3</sup> / <sub>4</sub>	3.82	21.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Andover (see Lawrence), . . . . .									
Arlington, . . . . .	.55	4.40	24.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Athol, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	-
Athol (foremen), . . . . .	.45	3.60	21.60	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	-
Beverly (see Salem), . . . . .									
Boston, . . . . .	.60	4.80	-	2 T.	2 T.	{ 8 8	6 - 4	40 44	6 4 8

1 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

2 On Labor Day, triple time; on other holidays and Sundays, double time.

3 Before 10 P.M., time and one-half; after 10 P.M., double time.

4 On Sundays and Labor Day, triple time; on other holidays, double time.

5 Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

6 During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Carpenters — Con.</b>										
<i>House Carpenters — Con.</i>										
Boston (foremen), . . . . .	{ \$0.65 .70 .75	{ — \$5.60 6.00	{ — — \$33.00	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Bridgewater, . . . . .	.50	4.00	22.00	2 —	2 T.	8	4	44	12	
Bridgewater (foremen), . . . . .	.55	4.40	24.20	2 —	2 T.	8	4	44	12	
Brockton, . . . . .	.55	4.40	24.20	2 —	2 T.	8	4	44	12	
Brockton (foremen), . . . . .	.62½	5.00	27.50	2 —	2 T.	8	4	44	12	
Brookline, . . . . .	.60	—	—	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Brookline (foremen), . . . . .	.70	—	—	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Cambridge, . . . . .	.60	4.80	—	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Cambridge (foremen), . . . . .	.70	—	—	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Chicopee, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Chicopee (foremen), . . . . .	—	5.00	27.50	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.52	—	—	2 T.	2 T.	8	4	44	12	
Easton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Easton (foremen), . . . . .	.57	4.56	25.08	1½ T.	2 T.	8	4	44	12	
Essex (see Salem).										
Everett, . . . . .	.60	4.80	—	2 T.	2 T.	{ 8 8	1 — 4	40 44	14 8	
Fall River, . . . . .	.48	3.84	21.12	1½ T.	2 T.	8	4	44	12	
Fall River (foremen), . . . . .	{ .50 .57	{ 4.00 4.56	{ 22.00 25.08	1½ T.	2 T.	8	4	44	12	
Fitchburg, . . . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	—	
Framingham, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Franklin, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—	
Gardner (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—	
Gloucester (see Salem).										
Great Barrington, . . . . .	.47¾	—	21.00	1½ T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—	
Greenfield (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—	
Hamilton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Hamilton (foremen), . . . . .	.56	4.48	24.64	1½ T.	2 T.	8	4	44	12	
Haverhill, . . . . .	.48	—	—	2 —	2 T.	8	4	44	12	
Hingham, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Hingham (foremen), . . . . .	—	—	25.00	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Hudson, . . . . .	—	2.50	15.00	1½ T.	2 T.	8	8	48	6	
Hull, . . . . .	—	4.40	24.20	2 T.	4 —	8	4	44	12	
Hull (foremen), . . . . .	—	5.25	29.00	2 T.	4 —	8	4	44	12	
Ipswich, . . . . .	.50	4.00	22.00	2 T.	3 T.	8	4	44	12	
Lawrence, <sup>5</sup> . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lawrence (foremen), <sup>5</sup> . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Lee, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12	
Lee (foremen), . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12	
Leominster, . . . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	—	
Leominster (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—	
Lowell, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lowell (foremen), . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.55	4.40	24.20	6 —	4 —	8	4	44	12	
Lynn (foremen), . . . . .	.65	5.20	—	6 —	4 —	8	4	44	12	
Manchester (see Salem).										
Mansfield, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	4	

<sup>1</sup> During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.<sup>2</sup> Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.<sup>3</sup> Five hours on Saturday, 45 hours a week, during 6 months.<sup>4</sup> On Labor Day, triple time; on other holidays and Sundays, double time.<sup>5</sup> Same rates and hours apply in Andover.<sup>6</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
House Carpenters — Con.										
Marblehead, . . . . .	\$0.50	\$4.00	\$22.00	2 T.	3 T.	8	4	44	12	
Marblehead (foremen), . . . .	.60	—	—	2 T.	3 T.	8	4	44	12	
Marlborough, . . . . .	.47½	—	—	1 —	2 T.	8	4	44	12	
Maynard, . . . . .	.50	4.00	22.00	1½ T.	1½ T.	8	4	44	12	
Medford, . . . . .	.60	4.80	—	2 T.	2 T.	8	2 —	40	24	
Methuen, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Methuen (foremen), . . . . .	.75	—	—	1½ T.	2 T.	8	4	44	12	
Middleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Middleborough (foremen), . . .	.58½	4.65	25.58	1½ T.	2 T.	8	4	44	12	
Middleton ( <i>see</i> Salem).										
Milton, . . . . .	.60	4.80	—	2 T.	2 T.	8	2 —	40	24	
Nahant, . . . . .	.55	4.40	24.20	2 T.	3 —	8	4	44	12	
Nahant (foremen), . . . . .	.65	5.20	28.60	2 T.	3 —	8	4	44	12	
Natick, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.50	—	—	1 —	2 T.	8	4	44	12	
Newburyport, . . . . .	.43¾	3.50	19.25	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12	
North Adams (foremen), . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
North Attleborough, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
North Attleborough (foremen), .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Norwood, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Norwood (foremen), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Palmer, . . . . .	.45	3.60	19.80	1 —	2 T.	8	4	44	12	
Peabody ( <i>see</i> Salem).										
Pittsfield, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Plymouth (foremen), . . . . .	.56¼	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Quincy (foremen), . . . . .	.61¼	4.90	26.95	2 T.	2 T.	8	4	44	12	
Reading, . . . . .	.55	—	—	2 T.	3 T.	8	4	44	12	
Reading (foremen), . . . . .	.60	—	—	2 T.	3 T.	8	4	44	12	
Revere, . . . . .	.60	4.80	—	2 T.	2 T.	8	2 —	40	24	
Revere (foremen), . . . . .	.70	5.60	—	2 T.	2 T.	8	2 —	40	24	
Rockland, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.50	4.00	22.00	2 T.	5 —	8	4	44	12	
Salem (foremen), . . . . .	.57½	4.60	25.30	2 T.	5 —	8	4	44	12	
Saugus, . . . . .	.55	—	—	3 T.	2 T.	8	4	44	12	
Saugus (foremen), . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Scituate, . . . . .	—	3.50	—	—	—	8	8	48	—	
Scituate (foremen), . . . . .	—	4.00	—	—	—	8	8	48	—	
Sharon, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Sharon (foremen), . . . . .	—	4.50	24.75	1½ T.	2 T.	8	4	44	12	
Somerville, . . . . .	.60	—	—	2 T.	2 T.	8	2 —	40	24	
Southbridge, . . . . .	.45	—	19.80	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Springfield (foremen, Union A), . . . . .	—	—	25.20	2 T.	2 T.	8	4	44	12	
Springfield (foremen, Union B), . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	

<sup>1</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.

<sup>2</sup> During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

<sup>3</sup> On Labor Day, triple time; on other holidays and Sundays, double time.

<sup>4</sup> Same rates and hours apply in Beverly, Essex, Gloucester, Manchester, Middleton, Peabody, Topsfield, and Wenham.

<sup>5</sup> On Sundays and Labor Day, triple time; on other holidays, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Carpenters — Con.</b>										
<i>House Carpenters — Con.</i>										
Stoneham, . . . . .	\$0.55	\$4.40	\$24.20	2 T.	1 -	8	4	44	12	
Stoughton, . . . . .	.50	4.00	22.00	2 -	2 T.	8	4	44	12	
Taunton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Taunton (foremen), . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Topsfield ( <i>see Salem</i> ). . . . .										
Wakefield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Ware, . . . . .	.41	-	-	1½ T.	2 T.	8	4	44	12	
Wareham, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	3	
Wenham ( <i>see Salem</i> ). . . . .										
Westfield, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Whitman, . . . . .	.50	4.00	22.00	3 -	2 T.	8	4	44	12	
Williamstown, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12	
Williamstown (foremen), . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Winchester, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Winchester (foremen), . . . . .	.60	-	-	1½ T.	2 T.	8	4	44	12	
Winthrop, . . . . .	.60	4.80	-	2 T.	2 T.	8	4	44	8	
Winthrop (foremen), . . . . .	.70	5.60	-	2 T.	2 T.	8	4	44	8	
Worcester, . . . . .	.52	4.16	-	5 -	2 T.	8	4	44	12	
Worcester (foremen), . . . . .	.58 .60	- 4.80	-	5 -	2 T.	8	4	44	12	
<i>Stairbuilders.</i>										
Boston, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	44	
<i>Wharf and Bridge Carpenters.</i>										
Boston:										
Bridge, scow or lighter work, . . . . .	.53	-	-	2 T.	2 T.	8	4	44	12	
Foremen, . . . . .	-	5.00	-	2 T.	2 T.	8	4	44	12	
Land machine or pile driver work, . . . . .	.43¾	-	-	2 T.	2 T.	8	4	44	12	
Superstructure work on wharves or bridges, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12	
<b>Cement and Artificial Stone Workers.</b>										
<i>Finishers.</i>										
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Boston (apprentices), . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.60	4.80	26.40	1½ T.	1½ T.	8	4	44	12	
Lowell, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	.65	-	-	1½ T.	2 T.	8	4	44	12	
<b>Decorators.</b>										
(See Painters, Decorators, and Paperhangers.)										

<sup>1</sup> On Labor Day, triple time; on other holidays and Sundays, double time.

<sup>2</sup> On Saturday afternoon, double time; other overtime, time and one-half.

<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

<sup>4</sup> During 4 months (June 1 to October 1) work 5 days a week; no work on Saturday.

<sup>5</sup> Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men).</b>									
<i>Apprentices, First Year.</i>									
Quincy, . . . . .	\$0.16	—	\$7.04	1 —	2 —	8	4	44	12
<i>Apprentices, Second Year.</i>									
Haverhill, . . . . .	—	—	3 9.00	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	9.00	4 —	5 —	8	4	44	12
Lowell, . . . . .	.30	\$2.40	13 20	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	—	—	9.00	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.25	—	11.00	1 —	2 —	8	4	44	12
Worcester, . . . . .	.17½ <sup>22</sup>	—	7.50	6 —	2 T.	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill, . . . . .	—	3 2.50	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.35	—	—	4 —	5 —	8	4	44	12
New Bedford, . . . . .	—	—	9.00	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	15.40	1 —	2 —	8	4	44	12
<i>Apprentices, Fourth Year.</i>									
Haverhill, . . . . .	—	3 2.75	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.37½ <sup>2</sup>	—	—	4 —	5 —	8	4	44	12
Quincy, . . . . .	.45	—	19.80	1 —	2 —	8	4	44	12
<i>Fixture Hangers.</i>									
Boston (fitters and hangers), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
<i>Wiremen.</i>									
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	—	—	7 —	2 T.	8	4	44	12
Fall River, . . . . .	.45	3.60	19.80	8 —	2 T.	8	4	44	12
Fitchburg, . . . . .	.45	—	—	9 —	2 T.	8	4	44	12
Gloucester, . . . . .	.46	3.68	22.08	1½ T.	2 T.	8	8	48	6
Haverhill, . . . . .	.45	—	19.80	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.47	—	—	4 —	5 —	8	4	44	12
Lowell, . . . . .	.43	3.44	18.92	10 —	2 T.	8	4	44	12
Lynn, . . . . .	.55	4.40	24.20	11 —	2 T.	8	4	44	12
New Bedford, . . . . .	.48	—	—	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.44½	—	—	12 —	13 —	8	4	44	12
Quincy, . . . . .	.55	—	24.20	1 —	2 —	8	4	44	12
Salem, . . . . .	.50	—	—	9 —	2 T.	8	4	44	12
Springfield, . . . . .	.53½ <sup>2</sup>	—	—	9 —	2 T.	8	4	44	12
Taunton, . . . . .	.41	—	—	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.47½ <sup>2</sup>	—	—	6 —	2 T.	8	4	44	12

<sup>1</sup> Before midnight, time and one-half; from midnight to 8 A.M., double time.

<sup>2</sup> No work on Labor Day; double time on other holidays and Sundays.

<sup>3</sup> All apprentices receive \$9 except those already in third and fourth years of service who have been regularly employed for 9 months previous to June 12, 1916.

<sup>4</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>5</sup> Before 6 P.M., Sundays, time and one-half; after 6 P.M., Sundays, and all overtime on holidays, double time.

<sup>6</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

<sup>7</sup> Before 10 P.M., time and one-half; between 10 P.M. and 6 A.M. and on Saturday afternoon, double time.

<sup>8</sup> On Saturday afternoon, time and one-half; other overtime, double time.

<sup>9</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>10</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

<sup>11</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

<sup>12</sup> Time and one-half, except between 5 P.M. and 6 P.M., and on Saturday afternoon, when regular rate is paid.

<sup>13</sup> On Sundays, double time; on holidays, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR		
	Hour	Day	Week	OVERTIME		Mon-day to Fri-day	Sat-urday	Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)				
<b>Electrical Workers (Inside-men) — Con.</b>									
<i>Wiremen's Helpers.</i>									
Boston, . . . . .	\$0.30	\$2.40	\$13.20	2 T.	2 T.	8	4	44	12
Fitchburg (second year), . . . . .	.20	—	—	1—	2 T.	8	4	44	12
Fitchburg (after second year), . . . . .	.30	—	—	1—	2 T.	8	4	44	12
Lowell, . . . . .	.30	2.40	13.20	2—	2 T.	8	4	44	12
Lynn (first two years), . . . . .	.25	2.00	11.00	3—	2 T.	8	4	44	12
Lynn (third year), . . . . .	.35	2.80	15.40	3—	2 T.	8	4	44	12
Springfield (first two years), . . . . .	.28½	—	—	1—	2 T.	8	4	44	12
Springfield (after two years), . . . . .	.31	—	—	1—	2 T.	8	4	44	12
Worcester, . . . . .	.28½	2.25	12.37½	4—	2 T.	8	4	44	12
<b>Elevator Constructors.</b>									
<i>Apprentices.</i>									
Springfield (first 18 months), . . . . .	—	1.50	—	1½ T.	2 T.	8	4	44	5 12
<i>Helpers.</i>									
Boston, . . . . .	—	3.40	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.36¼	2.90	—	1½ T.	2 T.	8	4	44	5 12
<i>Mechanics.</i>									
Boston, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.52½	4.20	—	1½ T.	2 T.	8	4	44	5 12
<b>Hod Carriers.</b>									
(See <i>Building Laborers and Hod Carriers.</i> )									
<b>Hoisting and Portable Engineers.</b>									
Boston:									
Hoisting and portable engi-neers, . . . . .	6.75	—	27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi-neers, three shifts, . . . . .	—	—	35.00	2 T.	2 T.	8	8	56	—
Steam shovel engineers, . . . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
Lawrence, . . . . .	.47¾	3.82	21.00	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	6.75	—	27.50	2 T.	2 T.	8	4	44	12
Lowell (steam shovel), . . . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
New Bedford, . . . . .	.62½	5.00	27.50	—	—	8	4	44	12
Salem, . . . . .	6.75	—	27.50	2 T.	2 T.	8	4	44	12
Salem (steam shovel), . . . . .	—	—	40.00	2 T.	2 T.	8	8	48	—
Springfield, . . . . .	6.75	—	24.00	1—	2 T.	8	4	44	12
Worcester, . . . . .	6.75	—	27.50	2 T.	2 T.	8	4	44	12
Worcester (three shifts), . . . . .	—	—	35.00	2 T.	2 T.	8	8	56	—
<b>Insulators and Asbestos Workers.</b>									
Boston:									
Asbestos workers, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Improvers, first year, . . . . .	.25	2.00	11.00	2 T.	2 T.	8	4	44	12
Improvers, second year, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Improvers, third year, . . . . .	.40	3.20	17.00	2 T.	2 T.	8	4	44	12
Improvers, fourth year, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12

<sup>1</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>2</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

<sup>3</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

<sup>4</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

<sup>5</sup> On construction work, Saturday half-holiday during entire year; on repair work, Saturday half-holiday during 6 months.

<sup>6</sup> Broken time, 75 cents an hour.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Iron Workers, Bridge and Structural.</b>										
Boston:										
Apprentices, . . . . .	\$9.42	-	-	2 T.	2 T.	8	4	44	12	
Helpers, . . . . .	.45	-	-	2 T.	2 T.	8	4	44	12	
Housesmiths and structural workers, . . . . .	.62½	-	-	2 T.	2 T.	8	4	44	12	
Worcester:										
Apprentices, . . . . .	.42	\$3.36	\$18.48	2 T.	2 T.	8	4	44	12	
Helpers, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Housesmiths and bridge-men, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
<b>Lathers, Wood, Wire, and Metal.<sup>1</sup></b>										
Beverly (see Salem).										
Boston, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2-	40	2-	
Boston (foremen), . . . . .	-	5.70	-	2 T.	2 T.	8	2-	40	2-	
Brockton, . . . . .	-	4.40	-	-	-	8	4	44	12	
Danvers (see Salem).										
Essex (see Salem).										
Gloucester (see Salem).										
Hamilton (see Salem).										
Holyoke:										
Metal lathers, first class, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Metal lathers, second class, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Wood lathers, first class, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Wood lathers, second class, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12	
Ipswich (see Salem).										
Lawrence, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lowell, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	3	
Manchester (see Salem).										
Marblehead (see Salem).										
Peabody (see Salem).										
Quincy, . . . . .	.66¼	5.30	29.15	1½ T.	2 T.	8	4	44	12	
Rockport (see Salem).										
Salem (metal, first class), <sup>3</sup> . . . . .	-	4.40	-	1½ T.	2 T.	8	4	44	12	
Salem (metal, second class), <sup>3</sup> . . . . .	-	4.15	-	1½ T.	2 T.	8	4	44	12	
Springfield (metal and wire), . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Worcester (ordinary), . . . . .	-	4.00	22.00	2 T.	2 T.	8	4	44	12	
Worcester (other), . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12	
<i>Apprentices.</i>										
Boston:										
First year, . . . . .	.18¾	1.50	7.50	2 T.	2 T.	8	2-	40	2-	
Second year, . . . . .	.31¼	2.50	12.50	2 T.	2 T.	8	-	40	-	
Third year, . . . . .	.43¾	3.50	17.50	2 T.	2 T.	8	-	40	-	
<b>Painters, Decorators, and Paperhangers.</b>										
<i>Decorators.</i>										
Boston, . . . . .	.65½	-	-	2 T.	2 T.	8	2-	40	2-	
Brockton, . . . . .	.50	-	-	4-	4-	8	4	44	12	
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	2-	40	2-	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12	

<sup>1</sup> Does not include piece work; minimum day rates only are shown.<sup>2</sup> Work 5 days a week; no work on Saturday.<sup>3</sup> Same rates and hours apply in Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Peabody, Rockport, Topsfield, and Wenham.<sup>4</sup> No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Decorators — Con.</i>										
Fall River, . . . . .	\$0.50	\$4.00	\$22.00	1 -	2 T.	8	4	44	12	
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.45	3.60	19.80	2 -	3 -	8	4	44	12	
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12	
Lynn, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Norwood, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12	
Rockland, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Salem, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.60	-	-	4 -	2 T.	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	-	3.00	-	1½ T.	3 -	8	8	48	-	
Worcester, . . . . .	.50	4.00	22.00	1½ T.	3 -	8	4	44	12	
<i>Grainers.</i>										
Athol, . . . . .	-	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Boston, . . . . .	.65½	-	-	2 T.	2 T.	8	5 -	40	5 -	
Brockton, . . . . .	.70	-	-	6 -	6 -	8	4	44	12	
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	5 -	40	5 -	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.38	3.04	16.72	2 T.	-	8	4	44	12	
Fall River, . . . . .	.50	4.00	22.00	1 -	2 T.	8	4	44	12	
Framingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.45	3.60	19.80	2 -	3 -	8	4	44	12	
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12	
Lynn, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.41	-	-	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Norwood, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.50	4.00	22.00	-	-	8	4	44	12	
Rockland, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Salem, . . . . .	.45	-	-	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.50	-	22.00	4 -	2 T.	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	-	3.00	-	1½ T.	3 -	8	8	48	-	
Westfield, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-	
<i>Hardwood Finishers.</i>										
Boston, . . . . .	.40	-	19.20	2 T.	2 T.	8½	4½	48	12	
<i>Painters.</i>										
Athol, . . . . .	-	2.75	16.50	1½ T.	2 T.	8	8	48	-	
Beverly, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Boston, . . . . .	.60½	4.84	24.20	2 T.	2 T.	8	5 -	40	5 -	
<i>Boston (glaziers):</i>										
Apprentices, . . . . .	-	-	9.00	1½ T.	2 T.	8	4	44	12	
Bedders and tinner, . . . . .	.37½	-	-	1½ T.	2 T.	8	4	44	12	
Platemen and runners, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12	

1 Before 10 P.M., time and one-half; after 10 P.M., double time.

2 No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.

3 No work on Labor Day; on other holidays and Sundays, double time.

4 Before midnight, time and one-half; after midnight, double time.

5 Work 5 days a week; no work on Saturday.

6 No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.



TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Painters, Decorators, and Paperhangers—Con.										
Painters—Con.										
Brockton, . . . . .	\$0.50	—	—	1 —	1 —	8	4	44	12	
Chelsea, . . . . .	.55	\$4.40	\$22.00	2 T.	2 T.	8	2 —	40	2 —	
Chicopee, . . . . .	.50	4.00	22.00	3 —	2 T.	8	4	44	12	
Clinton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.38	3.04	16.72	2 T.	—	8	4	44	12	
Fall River, . . . . .	.41	3.28	18.04	4 —	2 T.	8	4	44	12	
Frammingham, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.34½	2.75	—	1½ T.	2 T.	8	8	48	—	
Gloucester, . . . . .	.45	3.60	19.80	5 —	5 —	8	4	44	12	
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	—	3.00	—	—	—	8	8	48	—	
Haverhill, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.45½ <sup>11</sup>	—	20.00	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47	3.76	20.68	1½ T.	1½ T.	8	4	44	12	
Lowell, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Malden, . . . . .	.45½	3.64	20.02	2 T.	2 T.	8	4	44	12	
Manchester, . . . . .	.45	3.60	19.80	—	—	8	4	44	12	
Marlborough, . . . . .	.41	3.28	18.04	3 —	2 T.	8	4	44	12	
Medford, . . . . .	.46	3.68	20.24	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Natick, . . . . .	.45½	3.64	20.02	5 —	5 —	8	4	44	12	
New Bedford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.39½	3.14	17.27	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.37½	—	—	1½ T.	2 T.	8	8	48	—	
Norwood, . . . . .	.43¾	3.50	19.25	1½ T.	7 —	8	4	44	12	
Pittsfield, . . . . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.50	4.00	22.00	—	—	8	4	44	12	
Rockland, . . . . .	.45½	3.64	20.00	3 —	2 T.	8	4	44	12	
Rockland, . . . . .	.31½	2.75	16.50	1½ T.	2 T.	8	8	48	—	
Salem, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Somerville, . . . . .	.45½	—	—	—	—	8	4	44	12	
Springfield, . . . . .	.50	—	22.00	3 —	2 T.	8	4	44	12	
Taunton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Waltham, . . . . .	.45½	3.64	20.00	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	—	3.00	—	1½ T.	6 —	8	8	48	—	
Westfield, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—	
Winchester, . . . . .	.45	3.60	19.80	9 —	2 T.	8	4	44	12	
Winthrop, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.45½	3.64	20.02	1½ T.	6 —	8	4	44	12	
Paperhangers. <sup>10</sup>										
Boston, . . . . .	.62½	—	—	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.56	—	—	1 —	1 —	8	4	44	12	
Chicopee, . . . . .	.50	4.00	22.00	3 —	2 T.	8	4	44	12	
Clinton, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.38	3.04	16.72	2 T.	—	8	4	44	12	

<sup>1</sup> No work on Labor Day or on Saturday between noon and 5 P.M.; other overtime, double time.<sup>2</sup> Work 5 days a week; no work on Saturday.<sup>3</sup> Before midnight, time and one-half; after midnight, double time.<sup>4</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>5</sup> No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.<sup>6</sup> No work on Labor Day; on other holidays and Sundays, double time.<sup>7</sup> On Sundays, double time; on holidays, time and one-half.<sup>8</sup> No work on Saturday afternoon; other overtime, double time.<sup>9</sup> Time and one-half; except Saturday afternoon, double time.<sup>10</sup> Does not include piece work; minimum rates when working by the hour only are shown.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Paperhangers — Con.</i>										
Fall River, . . . . .	\$0.41	\$3.28	\$18.04	1 —	2 T.	8	4	44	12	
Framingham, . . . . .	.45 $\frac{1}{2}$	3.64	20.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.37 $\frac{1}{2}$	3.00	—	—	—	8	8	48	—	
Gloucester, . . . . .	.45	3.60	19.80	2 —	3 —	8	4	44	12	
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Haverhill, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.48	3.84	21.12	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47	3.76	20.68	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	4	44	12	
Lowell, . . . . .	—	—	19.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Malden, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Natick, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	2 —	3 —	8	4	44	12	
New Bedford, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.41	—	—	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.37 $\frac{1}{2}$	—	—	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—	
Northampton, . . . . .	.43 $\frac{3}{4}$	3.50	19.25	1 $\frac{1}{2}$ T.	4 —	8	4	44	12	
Norwood, . . . . .	.43 $\frac{3}{4}$	3.50	19.25	2 T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.50	4.00	22.00	—	—	8	4	44	12	
Springfield, . . . . .	.50	—	22.00	5 —	2 T.	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	—	3.00	—	1 $\frac{1}{2}$ T.	3 —	8	8	48	—	
Westfield, . . . . .	.45 $\frac{1}{2}$	3.64	20.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—	
Worcester, . . . . .	.45	3.60	—	—	—	8	4	44	12	
<i>Sign Writers.</i>										
Boston (advertising), . . . . .	.68 $\frac{3}{4}$	5.50	30.25	2 T.	2 T.	8	4	44	12	
Boston (helpers), . . . . .	.41 $\frac{1}{4}$	3.30	18.15	2 T.	2 T.	8	4	44	12	
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	6 —	40	6 —	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.60	—	—	5 —	2 T.	8	4	44	12	
<b>Plasterers.</b>										
<i>(See Bricklayers, Masons, and Plasterers.)</i>										
<b>Plumbers and Pipe Fitters.</b>										
<i>Gas Fitters.</i>										
Boston, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	—	4.50	—	2 T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.47 $\frac{3}{4}$	3.82	21.00	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.50	—	—	7 —	8 —	8	4	44	12	
Pittsfield, . . . . .	.48	3.84	21.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>2</sup> No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.

<sup>3</sup> No work on Labor Day; on other holidays and Sundays, double time.

<sup>4</sup> On Sundays, double time; on holidays, time and one-half.

<sup>5</sup> Before midnight, time and one-half; after midnight, double time.

<sup>6</sup> Work 5 days a week; no work on Saturday.

<sup>7</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>8</sup> Time and one-half on holidays; double time on Sundays.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Plumbers and Pipe Fitters</b> — Con.									
<i>Gas Fitters — Con.</i>									
Waltham, . . . . .	\$0.60	\$4.80	\$26.40	2 T.	1 —	8	4	44	12
Westfield, . . . . .	.47 <sup>8</sup> / <sub>11</sub>	—	—	2 —	2 T.	8	4	44	12
Worcester, . . . . .	.41	—	18.00	3 —	2 T.	8	4	44	12
<i>Gas Fitters' Helpers.</i>									
Brockton, . . . . .	—	2.25	—	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.34 <sup>3</sup> / <sub>8</sub>	2.75	15.12 <sup>1</sup> / <sub>2</sub>	2 T.	2 T.	8	4	44	12
<i>Plumbers.</i>									
Boston, . . . . .	.68 <sup>3</sup> / <sub>4</sub>	5.50	30.25	3 —	2 T.	8	4	44	12
Brockton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Everett (see Malden).									
Fall River, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	—	3.50	21.00	2 T.	2 T.	8	8	48	—
Gardner, . . . . .	—	3.50	21.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	—	4.09	22.50	3 —	2 T.	8	4	44	12
Lawrence, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.57 <sup>1</sup> / <sub>2</sub>	4.60	25.30	2 T.	2 T.	8	4	44	12
Medford (see Malden).									
Milford, . . . . .	.47 <sup>3</sup> / <sub>4</sub>	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick, . . . . .	—	4.80	—	5 —	2 T.	8	4	44	12
New Bedford, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	—	—	6 —	2 T.	8	4	44	12
Newton, . . . . .	—	5.00	27.50	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	—	—	7 —	8 —	8	4	44	12
Norwood, . . . . .	.50	4.00	22.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	26.00	2 T.	2 T.	8	4	44	12
Stoneham (see Woburn).									
Wakefield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	1 —	8	4	44	12
Westfield, . . . . .	.47 <sup>8</sup> / <sub>11</sub>	—	—	2 —	2 T.	8	4	44	12
Winchester (see Woburn).									
Woburn, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	10 —	2 T.	8	4	44	12
Worcester, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	24.75	2 T.	2 T.	8	4	44	12
<i>Plumbers' Apprentices.</i>									
Brockton:									
First year, . . . . .	—	1.25	—	—	—	8	4	44	12
Second year, . . . . .	—	1.50	—	—	—	8	4	44	12
Third year, . . . . .	—	1.75	—	—	—	8	4	44	12
		2.00	—	—	—				

<sup>1</sup> Double time; no work on Labor Day.<sup>2</sup> Regular rate from 5 P.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.<sup>3</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.<sup>4</sup> Same rates apply in Everett and Medford.<sup>5</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.<sup>6</sup> Before 9 P.M., time and one-half; after 9 P.M., double time; on Saturday afternoon, regular rate for emergency work.<sup>7</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.<sup>8</sup> Time and one-half on holidays; double time on Sundays.<sup>9</sup> Same rates apply in Stoneham and Winchester.<sup>10</sup> Before 6 P.M., time and one-half; after 6 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Plumbers and Pipe Fitters</b> — Con.									
<i>Plumbers, Junior.</i>									
Boston (sixth year), . . . . .	—	\$4.50	—	1 —	2 T.	8	4	44	12
Brockton, . . . . .	\$0.53 $\frac{3}{4}$	4.30	\$23.65	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	—	—	21.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.34	2.72	14.96	1 —	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	21.00	2 T.	2 T.	8	4	44	12
Newton (first year), . . . . .	—	3.20	17.60	2 T.	2 T.	8	4	44	12
Northampton (fifth year), . . . . .	.37	—	—	3 —	3 —	8	4	44	12
Northampton (sixth year), . . . . .	.43	—	—	2 —	3 —	8	4	44	12
<i>Sprinkler Fitters.</i>									
Boston (helpers), . . . . .	—	2.75	15.13	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	—	4.50	—	2 T.	2 T.	8	4	44	12
Brockton (helpers), . . . . .	—	2.25	—	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	2 T.	2 T.	8	4	44	12
<i>Steam Fitters.</i>									
Boston, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	—	4.50	—	2 T.	2 T.	8	4	44	12
Everett (see Malden). . . . .	—	—	—	—	—	—	—	—	—
Fall River, . . . . .	.43 $\frac{3}{4}$	3.50	19.25	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	—	2.75	16.50	2 T.	2 T.	8	8	48	—
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.52 $\frac{1}{2}$	—	—	1 —	2 T.	8	4	44	12
Lawrence, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	2 T.	2 T.	8	4	44	12
Malden, <sup>4</sup> . . . . .	.57 $\frac{1}{2}$	4.60	25.30	2 T.	2 T.	8	4	44	12
Medford (see Malden). . . . .	—	—	—	—	—	—	—	—	—
Milford, . . . . .	.47 $\frac{3}{4}$	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick, . . . . .	—	4.80	—	5 —	2 T.	8	4	44	12
New Bedford, <sup>6</sup> . . . . .	—	6 3.50	6 19.25	2 T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	—	—	2 —	3 —	8	4	44	12
Norwood, . . . . .	.50	4.00	22.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Springfield, . . . . .	—	4.36	24.00	2 T.	2 T.	8	4	44	12
Stoneham (see Woburn). . . . .	—	—	—	—	—	—	—	—	—
Wakefield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	—	8	4	44	12
Westfield, . . . . .	.47 $\frac{3}{4}$ <sup>11</sup>	—	—	7 —	2 T.	8	4	44	12
Winchester (see Woburn). . . . .	—	—	—	—	—	—	—	—	—
Woburn, <sup>8</sup> . . . . .	.56 $\frac{1}{4}$	—	—	9 —	2 T.	8	4	44	12
Worcester, . . . . .	.51	—	22.50	1 —	2 T.	8	4	44	12
<i>Steam Fitters' Helpers.</i>									
Boston, . . . . .	—	2.75	15.13	2 T.	2 T.	8	4	44	12
Boston (ice machine work), . . . . .	—	3.00	16.50	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	—	2.25	—	2 T.	2 T.	8	4	44	12
Everett (see Malden). . . . .	—	—	—	—	—	—	—	—	—

<sup>1</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

<sup>2</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>3</sup> Time and one-half on holidays; double time on Sundays.

<sup>4</sup> Same rates apply in Everett and Medford.

<sup>6</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.

<sup>6</sup> On November 1, 1916, rate was increased to \$4 a day; \$22 a week.

<sup>7</sup> Regular rate from 5 P.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

<sup>8</sup> Same rates apply in Stoneham and Winchester.

<sup>9</sup> Before 6 P.M., time and one-half; after 6 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Plumbers and Pipe Fitters</b> — Con.									
<i>Steam Fitters' Helpers</i> — Con.									
Fall River:									
First year, . . . . .	\$0.18 <sup>3</sup> / <sub>4</sub>	\$1.50	\$8.25	2 T.	2 T.	8	4	44	12
Second year, . . . . .	.21 <sup>7</sup> / <sub>8</sub>	1.75	9.62	2 T.	2 T.	8	4	44	12
Third year, . . . . .	.28 <sup>1</sup> / <sub>8</sub>	2.25	12.37	2 T.	2 T.	8	4	44	12
Haverhill (first year), . . .	.22 <sup>8</sup> / <sub>11</sub>	—	10.00	2 T.	2 T.	8	4	44	12
Haverhill (second and third years), . . . . .	.27 <sup>3</sup> / <sub>11</sub>	—	—	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.29 <sup>1</sup> / <sub>2</sub>	—	—	1 —	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	12.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.34 <sup>3</sup> / <sub>8</sub>	2.75	15.12 <sup>1</sup> / <sub>2</sub>	2 T.	2 T.	8	4	44	12
Malden, <sup>2</sup> . . . . .	—	2.00	11.00	2 T.	2 T.	8	4	44	12
Medford (see Malden).									
New Bedford: <sup>3</sup>									
First six months, . . . . .	—	<sup>3</sup> 2.25	—	2 T.	2 T.	8	4	44	12
Second six months, . . . . .	—	<sup>3</sup> 2.50	—	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	<sup>3</sup> 2.75	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.34 <sup>3</sup> / <sub>8</sub>	2.75	15.13	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Springfield:									
First year, . . . . .	—	2.00	11.00	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	2.18	12.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	—	2.36	13.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	—	2.55	14.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.32	—	14.00	1 —	2 T.	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Lawrence, . . . . .	—	—	21.00	2 T.	2 T.	8	4	44	12
<b>Roofers.</b>									
Boston:									
Journeyman, . . . . .	—	4.40	24.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Men who lay paper, mop, ladel, and gravel, . . . . .	—	4.00	22.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Brookton, . . . . .	.50 <sup>1</sup> / <sub>4</sub>	4.50	24.75	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	4.40	24.20	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
<i>Helpers.</i>									
Boston:									
Beginners, . . . . .	—	3.00	16.50	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Experienced, . . . . .	—	3.50	19.25	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Laborers, . . . . .	—	2.50	13.75	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Brookton, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	16.50	2 T.	2 T.	8	4	44	12
<b>Sheet Metal Workers.</b>									
Boston, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Boston (apprentices, after three years), . . . . .	.48	—	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	16.50	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Fitchburg, . . . . .	—	3.50	21.00	2 T.	2 T.	8	8	48	—
Holyoke, . . . . .	—	—	22.00	2 T.	2 T.	8	4	44	12
Holyoke (helpers), . . . . .	—	—	15.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	—	5.00	27.50	4 —	2 T.	8	4	44	12
Marlborough, <sup>5</sup> . . . . .	.50	4.00	24.00	2 T.	2 T.	8	8	48	4

<sup>1</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.<sup>2</sup> Same rates apply in Everett and Medford.<sup>3</sup> Scale of rates went into effect November 1, 1916.<sup>4</sup> Regular rate until 9 P.M. and double time after 9 P.M. for shop work from September 1 to December 1; time and one-half until 9 P.M. and double time after 9 P.M. for shop work from December 1 to September 1; also double time for Saturday afternoon during entire year.<sup>5</sup> Includes furnace workers and roofers.

TABLE 1. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Sheet Metal Workers</b>									
— Con.									
New Bedford, . . . . .	\$0.50	—	—	1 —	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	\$3.84	\$21.00	1½ T.	2 T.	8	4	44	12
Salem, . . . . .	.55	4.40	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	24.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.47¾	—	—	2 —	2 T.	8	4	44	12
<b>Stonemasons.</b>									
(See Bricklayers, Masons, and Plasterers.)									
<b>Tile Layers and Helpers.</b>									
Boston:									
Improvers, first year, . . .	.56¼	4.50	22.50	2 T.	2 T.	8	3 —	40	3 —
Improvers, second year, . .	.65⅝	5.25	26.25	2 T.	2 T.	8	3 —	40	3 —
Tile layers and setters, . .	—	6.00	30.00	2 T.	2 T.	8	3 —	40	3 —
Tile layers' helpers, . . .	.41¼	3.30	16.50	2 T.	2 T.	8	3 —	40	3 —
<b>Tinsmiths.</b>									
Gloucester, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Time and one-half before 9 P.M.; double time thereafter.

<sup>2</sup> On contract work between 5 P.M. and 9 P.M., time and one-half; other overtime, double time. On day work, double time for all overtime, except on Saturday afternoon, when regular rate is paid.

<sup>3</sup> Work 5 days a week; no work on Saturday.

TABLE 2. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages <sup>1</sup>	NUMBER OF HOURS OF LABOR <sup>2</sup>							Hours Off on Half-holiday	Total Number of Hours Per Week	
		Mon-day	Tues-day	Wed-nesday	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)			
Barbers.											
Adams, . . . . .	\$12.00	10	11	11	11	11	13½	5	{	62½	
Boston, . . . . .	<sup>3</sup> 13.00	10½	10½	10½	10½	10½	12½	4		6	61½
Brockton, . . . . .	15.00	5½	11	11	11	11	13	—	5½	58½	
Chicopee, . . . . .	15.00	5	10	10	10	10	14	—	5	62½	
Clinton, . . . . .	12.00	5½	11	11	11	11	14	—	5½	59	
Fall River, . . . . .	12.00	11¼	11¼	10¾	11¼	11¼	13¼	4½	{	63½	
Fitchburg, . . . . .	14.00	5	11	11	11	11	13½	—		5¾	61¾
Framingham, . . . . .	14.00	6	11¼	11¼	11¼	11¼	13¾	—	6	62¾	
Gardner, . . . . .	13.00	11¼	11¼	11¼	5	11¼	14¼	—	5¼	64¾	
Haverhill, . . . . .	13.00	5½	10¾	10¾	10¾	10¾	12¾	—	5¼	64¾	
Holyoke, . . . . .	13.00	9½	10¾	10¾	9½	10¾	13¼	5½	{	60½	
Lawrence, . . . . .	14.00	10½	10½	10½	5½	10½	13½	5½		5¼	59¼
Leominster, . . . . .	14.00	10½	11½	11½	5	11½	14	—	5	64	
Lowell, <sup>5</sup> . . . . .	<sup>5</sup> 13.00	5½	11	11	11	11	14	—	5½	63½	
Lynn, . . . . .	14.00	5½	10¾	10¾	10¾	10¾	13¾	—	5¼	61¾	
Milford, . . . . .	13.00	4½	11	11	11	11	13	—	6½	61½	
Natick, . . . . .	14.00	6	11¼	11¼	11¼	11¼	13¾	—	5¼	64¾	
New Bedford, . . . . .	13.00	5½	10½	10½	10½	10½	13½	—	5	61	
North Adams, . . . . .	14.00	10	11	11	11	10	13½	{ 4½	{	61	
Northampton, . . . . .	13.00	9½	10¾	10¾	4½	10¾	13¼	5½		6¼	59½
Pittsfield, . . . . .	16.00	9½	10½	10½	9½	10½	13½	{ 3½	{	58	
Quincy, . . . . .	13.00	4	12	12	12	12	14	—		4½	66
Rockland, . . . . .	15.00	4½	10¾	9½	10¾	10¾	12¾	—	6¼	59	
Salem, . . . . .	12.00	4½	10½	10½	10½	10½	12½	—	6	65	
Springfield, . . . . .	<sup>3</sup> 16.00	9½	10¾	10¾	10¾	9½	12¾	{ 4½	{	59	
Taunton, . . . . .	14.00	5	11¼	11¼	11¼	11¼	14½	5¾		5	64½
Waltham, . . . . .	13.00	4½	11	11	11	11	13	—	6½	61½	
Webster, <sup>5</sup> . . . . .	<sup>5</sup> 15.00	5½	11	11	11	11	14	—	5½	63½	
Westfield, . . . . .	15.00	9	10¾	10¾	9	10¾	12¾	4½	{	56½	
Woburn, . . . . .	14.00	9½	10¾	10¾	4½	12½	14	—		5¾	55¾
Worcester, . . . . .	14.00	11	11	11	11	11	13	5½	6¼	62	
									5½	62½	

<sup>1</sup> In many localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$18 in Haverhill; in excess of \$20 in Boston, Lynn, Quincy, and Waltham; \$21 in Rockland; \$22 in Brockton; \$25 in Springfield; \$26 in Pittsfield (in some shops); and three-fifths of the receipts in excess of \$20 in Milford.

<sup>2</sup> In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no one stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if 5 hours is the time allowed as a half-holiday, and a barber takes it on a 10-hour day, he works on that day 5 hours, whereas if he takes it on an 11-hour day, he works 6 hours on that day.

<sup>3</sup> Minimum weekly rate with accompanying bonus; agreement specifies, that for those receiving higher weekly rates of wages, one-half receipts over stated amounts, varying with amount of weekly wages shall be paid.

<sup>4</sup> Have two half-holidays weekly; one on Thursday, one on another day, not stated.

<sup>5</sup> Prevailing rate; no agreement establishing a minimum.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bartenders.										
Boston, . . . . .	-	-	\$21.00	<sup>2</sup> \$0.40	<sup>2</sup> \$0.50	10	10	60	-	
Chicopee (hotel), . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{2}$	6 $\frac{1}{2}$	<sup>4</sup> 58 $\frac{3}{4}$	12	
Chicopee (saloon), . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{2}$	7 $\frac{1}{2}$	54	12	
Clinton, . . . . .	-	-	18.00	-	-	<sup>5</sup> 11	11	<sup>5</sup> 58	12	
Fitchburg, . . . . .	-	-	15.00	-	<sup>5</sup> 5.00	9	10 $\frac{1}{2}$	55 $\frac{1}{2}$	-	
Gardner, . . . . .	-	-	<sup>7</sup> 12.00 <sup>8</sup> 16.00	.40	.40	<sup>9</sup> 6 $\frac{1}{2}$ <sup>11</sup> $\frac{1}{4}$	10	56 $\frac{3}{4}$	-	
Gardner (spare or accommodation work), . . . .	-	<sup>10</sup> \$3.00 4.00	-	-	-	10	10	-	-	
Gloucester, . . . . .	-	-	18.00	-	-	-	-	60	-	
Great Barrington, . . . .	-	-	18.00	-	-	9	9	54	-	
Greenfield (hotel), <sup>11</sup> . . .	-	-	<sup>11</sup> 15.00	-	.25	<sup>12</sup> 6 12	12	<sup>12</sup> 61	-	
Greenfield (saloon), <sup>11</sup> . . .	-	-	<sup>11</sup> 18.00	-	.30	-	-	57	-	
Haverhill, . . . . .	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	9	14	59	-	
Holyoke, . . . . .	-	-	20.00	-	.50	9	10	55	-	
Lawrence, . . . . .	\$0.30	-	18.00	.40	.50	<sup>5</sup> 10 $\frac{1}{4}$	12	<sup>5</sup> 56	12	
Lowell, . . . . .	-	-	17.00	-	-	<sup>5</sup> 10 $\frac{1}{2}$	10 $\frac{1}{2}$	<sup>5</sup> 55 $\frac{1}{2}$	12	
Lynn, . . . . .	-	-	21.00	-	-	-	-	57	-	
Marlborough, . . . . .	-	-	18.00	-	-	-	-	60	-	
New Bedford (hotel), . . .	-	-	18.00	<sup>13</sup> .35	.50	8 $\frac{1}{2}$	12	63	-	
New Bedford (saloon), . . .	-	-	18.00	<sup>13</sup> .35	.50	8 $\frac{1}{2}$	12	54 $\frac{1}{2}$	-	
North Adams (hotel), . . .	-	-	21.00	-	-	<sup>14</sup> 7 11	12	<sup>14</sup> 65	-	
North Adams (saloon), . . .	-	-	18.00	.50	.50	<sup>15</sup> 7 11	12	<sup>15</sup> 57	-	
Northampton (hotel), . . .	-	-	21.00	-	-	9	-	60	-	
Northampton (saloon), . . .	-	-	18.00	-	-	9	11	56	-	
Northampton (spare or accommodation work), . . . .	-	<sup>3</sup> 3.50 4.00	-	-	-	9	-	-	-	
Pittsfield (hotel), . . . .	-	-	21.00	-	.50	9	11	56	-	
Pittsfield (saloon), . . . .	-	-	18.00	-	-	9	11	56	-	
Pittsfield (spare or accommodation work), . . . .	-	4.00	-	-	-	-	-	-	-	

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Spare or accommodation work, \$4 a day for Saturday; \$5 a day for Sunday.<sup>3</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{1}{2}$  hours each.<sup>4</sup> Hotel men work 11 $\frac{1}{2}$  hours on alternate Sundays, but in a majority of establishments have a day off during the week to compensate.<sup>5</sup> One day 3 hours.<sup>6</sup> Rate per day.<sup>7</sup> With board.<sup>8</sup> Without board.<sup>9</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{1}{4}$  hours each.<sup>10</sup> First 5 days, \$3 a day; Saturday, \$4 a day.<sup>11</sup> Prevailing rate; no agreement enforcing this rate.<sup>12</sup> Three days, 6 hours each; 2 days, 12 hours each; on alternate Sundays 14 hours, averaging 7 hours on Sunday for entire year.<sup>13</sup> Overtime on Saturday, 40 cents an hour.<sup>14</sup> Hotel men work 8 hours on Sunday, and for 5 days of the week work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 67 hours a week; the next week, work 7 hours each on 3 days, 11 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 63 hours a week, making the average for the entire year 65 hours a week.<sup>15</sup> Saloon men, for 5 days of the week, work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, and 12 hours on Saturday, — a total of 59 hours a week; the next week, work 7 hours on 3 days, 11 hours each on 2 days, and 12 hours on Saturday, — a total of 55 hours a week, making the average for the entire year 57 hours a week.



TABLE 2. DOMESTIC AND PERSONAL SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bartenders — Con.									
Springfield (hotel), . . .	-	-	{ <sup>1</sup> \$18.00	-	-	-	-	62	-
Springfield (saloon), . . .	-	-	{ <sup>2</sup> 21.00	-	-	9	11	56	-
Springfield (spare or accom-	-	-	18.00	-	-	-	-	-	-
modation work), . . .	-	\$5.00	-	\$0.50	-	-	10	-	-
Taunton (hotel), . . .	-	-	18.00	-	-	-	-	63	12
Taunton (saloon), . . .	-	-	15.00	-	-	-	-	63	12
Ware (hotel), . . .	-	-	18.00	1½ T.	1½ T.	8½	12	{ 62½	-
Ware (saloon), . . .	-	-	18.00	-	-	8½	12	54½	-
Westfield, . . .	-	-	18.00	-	-	9	10	55	-
Westfield (spare or accommo-	-	{ 3.50	-	.35	\$0.50	{ 9	-	-	-
dation work), . . .	-	{ 5.00	-	-	-	{ 10	10	-	-
Worcester, . . .	-	-	20.00	-	-	10	10	60	-
Worcester (spare or accommo-	-	{ 4.00	-	-	-	{ 10	-	-	-
dation work), . . .	-	{ 5.00	-	-	-	{ -	10	-	-
Bootblacks.									
North Adams, . . .	\$0.25	-	-	Reg.	Reg.	{ 10	14	{ 67	-
						11	15	74	
Hotel and Restaurant Employees.									
Cooks, First.									
Boston (men, hotel), . . .	-	5.00	25.00	1½ T.	1½ T.	10	10	60	-
Brockton (men), . . .	-	-	{ 15.00	.25	{ -	-	-	70	-
Brockton (women), . . .	-	-	{ 12.00	.25	{ -	-	-	54	-
New Bedford (men, hotel), . . .	-	-	12.00	-	-	12	12	84	-
Springfield (men, café), . . .	-	-	{ 15.00	-	-	-	-	60	-
Springfield (men, hotel), . . .	-	-	21.00	-	-	-	-	60	-
Springfield (men, restaurant and lunch room), . . .	-	-	{ 15.00	.50	.50	12	12	72	-
Cooks, Fry.									
Springfield (men, hotel), . . .	-	-	12.00	-	-	-	-	60	-
Cooks, Order.									
Boston (men, hotel, day), . . .	-	3.00	15.00	1½ T.	1½ T.	10	10	60	-
Brockton (order cooks or night men), . . .	-	-	{ 12.00	.25	{ -	-	-	84	-
Brockton (meat and order, women), . . .	-	-	{ 12.00	.25	{ -	-	-	54	-
New Bedford (men, hotel), . . .	-	-	12.00	-	-	12	12	84	-
Springfield (men, restaurant), . . .	-	-	{ 12.00	.30	.30	12	12	72	-
Cooks, Pastry.									
Brockton (men), . . .	-	-	{ 15.00	.25	{ -	-	-	70	-
Brockton (women), . . .	-	-	{ 10.00	.25	{ -	-	-	54	-
Cooks, Second.									
Boston (men, hotel), . . .	-	4.00	20.00	1½ T.	1½ T.	10	10	60	-
Brockton (men), . . .	-	-	{ 10.00	.25	{ -	-	-	70	-
Brockton (women), . . .	-	-	{ 10.00	.25	{ -	-	-	54	-
Springfield (men, hotel), . . .	-	-	18.00	-	-	-	-	60	-
Cooks, not Stated.									
Holyoke, . . .	-	-	12.00	-	.25	12	12	84	-

<sup>1</sup> With board.<sup>2</sup> Without board.<sup>3</sup> On Sunday, 8 hours.<sup>4</sup> Hours shown are averages; weather conditions affect trade. In winter average hours, 67 (3 hours on Sunday); in summer average hours, 74 (4 hours on Sunday).<sup>5</sup> And meals.<sup>6</sup> On Labor Day, double time; other overtime, 25 cents an hour.<sup>7</sup> Rate per hour or majority fraction thereof.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Hotel and Restaurant Employees — Con.</b>									
<i>Dish Washers.</i>									
Brockton (men), . . . . .	—	—	<sup>1</sup> \$7.00	\$0.25	2—	—	—	70	—
Brockton (women), . . . . .	—	—	<sup>1</sup> 6.00	.25	2—	—	—	54	—
<i>Pantrymen.</i>									
Brockton, . . . . .	—	—	10.00	.25	2—	—	—	70	—
<i>Pantrywomen.</i>									
Brockton, . . . . .	—	—	10.00	.25	2—	—	—	54	—
<i>Waiters.</i>									
Boston (men):									
Hotels, . . . . .	—	—	<sup>3</sup> 35.00	.35	\$0.35 {	<sup>4</sup> 8½ 14	8½	<sup>5</sup> 76½	6
Noon waiters, . . . . .	—	—	6.00	—	—	—	—	—	—
Party and banquet men (dress suits), . . . . .	—	\$2.50	—	.35	—	—	—	—	—
Party and banquet men (jackets), . . . . .	—	2.00	—	.35	—	—	—	—	—
Sunday men, . . . . .	\$0.35	—	—	.35	.35	—	—	—	—
Brockton (restaurant, men), . . . . .	—	—	<sup>1</sup> 12.00	.25	2—	—	—	65	—
Brockton (restaurant, women), . . . . .	—	—	<sup>1</sup> 7.00	.25	2—	—	—	54	—
Holyoke, . . . . .	—	—	12.00	—	.25	12	12	84	—
New Bedford:									
Cafés, . . . . .	—	—	8.00	—	—	12	12	84	—
Hotels, . . . . .	—	—	7.00	—	—	12	12	84	—
Restaurants, men, . . . . .	—	—	8.00	—	—	12	12	84	—
Restaurants, women, . . . . .	—	—	4.00	—	—	—	—	—	—
Springfield:									
Cafés, . . . . .	—	—	<sup>1</sup> 12.00	—	—	—	—	60	—
Clubs, . . . . .	—	—	10.00	—	—	—	—	60	—
Hotels, . . . . .	—	—	<sup>6</sup> 30.00	—	—	—	—	60	—
Noon waiters, . . . . .	—	—	7.00	—	—	—	—	—	—
Party and banquet men (dress suits), . . . . .	—	3.00	—	—	—	—	—	—	—
Party and banquet men (jackets), . . . . .	—	2.00	—	—	—	—	—	—	—
Restaurants, . . . . .	—	—	<sup>1</sup> 12.00	<sup>7</sup> .30	<sup>7</sup> .30	12	12	72	—
Sunday men, . . . . .	—	<sup>8</sup> 3.00	—	—	—	—	—	10	—
<b>Laundry Workers.</b>									
Boston:									
Mangle hands, . . . . .	—	—	6.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 3
Starchers, . . . . .	—	—	12.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 3
Washermen, . . . . .	—	—	16.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 3
Wringermen, . . . . .	—	—	11.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 3
Brockton:									
Collar shapers, . . . . .	—	—	6.50	2 T.	2 T.	9	5	50	12
Dampeners, collars, . . . . .	—	—	6.50	2 T.	2 T.	9	5	50	12
Dampeners, shirts, . . . . .	—	—	6.00	2 T.	2 T.	9	5	50	12
General hands, . . . . .	—	—	9.00	2 T.	2 T.	9	5	50	12
Helpers (distributing room), . . . . .	—	—	6.00	2 T.	2 T.	9	5	50	12

<sup>1</sup> And meals.<sup>2</sup> On Labor Day, double time; other overtime, 25 cents an hour.<sup>3</sup> Rate per month.<sup>4</sup> On two days work 8½ hours each and on 3 days work 14 hours each.<sup>5</sup> Alternate weeks work 12 hours and 6 hours on Sunday, averaging 76½ hours a week for the year.<sup>6</sup> Rate per month and board.<sup>7</sup> Rate per hour or majority fraction thereof.<sup>8</sup> And 2 meals a day.<sup>9</sup> During 3 months 9¾ hours on 5 days, 4¾ hours on Saturday, 53½ hours per week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Laundry Workers — Con.</b>									
Brockton — <i>Con.</i>									
Ironers, body, . . . . .	-	-	\$8.00	2 T.	2 T.	9	5	50	12
Ironers, bosom machine, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, collars, . . . . .	-	-	7.00	2 T.	2 T.	9	5	50	12
Ironers, hand, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, neck bands, . . . . .	-	-	6.50	2 T.	2 T.	9	5	50	12
Ironers, sleeve, . . . . .	-	-	6.00	2 T.	2 T.	9	5	50	12
Ironers, starchers or hand, and rough dry, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, tyler, . . . . .	-	-	10.00	2 T.	2 T.	9	5	50	12
Ironers, wrist, . . . . .	-	-	6.00	2 T.	2 T.	9	5	50	12
Mangle hands, . . . . .	-	-	8.00	2 T.	2 T.	9	5	50	12
Markers and distributors, . . . . .	-	-	10.00	2 T.	2 T.	9	5	50	12
Shirt finishers, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Shirt folders, . . . . .	-	-	6.50	2 T.	2 T.	9	5	50	12
Shirt press machine operators, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Starchers, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Starchers' helpers, . . . . .	-	-	6.50	2 T.	2 T.	9	5	50	12
Washermen, . . . . .	-	-	15.00	2 T.	2 T.	9	5	50	12
Washerwomen, . . . . .	-	-	9.00	2 T.	2 T.	9	5	50	12
Wringermen, . . . . .	-	-	12.00	2 T.	2 T.	9	5	50	12
Haverhill (men):									
Polishers, . . . . .	-	\$2.00	12.00	1½ T.	-	9	9	54	-
Washers, . . . . .	-	2.00	12.00	1½ T.	-	9	9	54	-
Haverhill (women):									
Ironers, big hand, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
Ironers, starch, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
All other employees, . . . . .	-	1.35	8.10	1½ T.	-	9	9	54	-

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board
<b>Marine Cooks and Stewards.</b>		<b>Marine Cooks and Stewards — Con.</b>	
Boston:		Boston — Con.	
Bakers, . . . . .	{ \$70.00 75.00 85.00 40.00 45.00	Messmen (second), . . . . .	{ \$30.00 40.00
Bakers (second hands), . . . . .	{ 60.00 50.00 70.00 75.00 90.00	Pantrymen, . . . . .	{ 25.00 30.00 35.00 35.00 25.00
Barmen, . . . . .	{ 125.00 150.00 60.00 55.00 60.00	Pantrymen, assistant, . . . . .	{ 60.00 80.00 85.00 100.00 125.00
Butchers, . . . . .	{ 50.00 35.00 30.00 30.00 30.00	Porters, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Cooks, chief, . . . . .	{ 45.00 30.00 35.00 30.00 30.00	Printers, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Cooks, fry, . . . . .	{ 30.00 35.00 30.00 30.00 30.00	Scullerymen, . . . . .	{ 60.00 80.00 85.00 100.00 125.00
Cooks, second, . . . . .	{ 30.00 35.00 30.00 30.00 30.00	Stewards, chief, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Cooks, third, . . . . .	{ 30.00 30.00 30.00 30.00 30.00	Stewards, second, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Kitchenmen, . . . . .	{ 30.00 30.00 30.00 30.00 30.00	Stewards, steerage, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Laundrymen, . . . . .	{ 30.00 30.00 30.00 30.00 30.00	Stewardesses, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Mess boys, . . . . .	{ 30.00 30.00 30.00 30.00 30.00	Waiters, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
Messmen, . . . . .	{ 30.00 30.00 30.00 30.00 30.00	Waiters, head, . . . . .	{ 40.00 50.00 55.00 25.00 35.00
		Watchmen, night, . . . . .	{ 40.00 50.00 55.00 25.00 35.00

<sup>1</sup> Rates of wages shown are monthly rates (with board), according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 3. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Bakers.</b>									
<i>Apprentices.</i>									
Haverhill, . . . . .	-	-	\$10.00	\$0.35	\$0.35	9	9	54	-
Lawrence, . . . . .	-	-	10.00	.35	.35	9	9	54	-
Springfield (Union A, first year), . . . . .	-	-	10.00	.20	2-	9	9	54	-
Springfield (Union A, second year), . . . . .	-	-	12.00	-	2-	9	9	54	-
<i>Foremen.</i>									
Boston (Union A), . . . . .	-	-	24.00	-	-	<sup>3</sup> 8	8	48	-
Boston (Union B), . . . . .	-	-	20.00	.40	.40	10	10	60	-
Boston (shop crew of four or more), . . . . .	-	-	24.00	.50	.50	9	9	54	-
Boston (shop crew of less than four), . . . . .	-	-	21.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	-	18.00	.35	.35	9	9	54	-
Holyoke, . . . . .	-	-	21.00	1½ T.	-	9	9	54	-
Lawrence, . . . . .	-	-	18.00	.35	.35	9	9	54	-
Lynn (Union A), . . . . .	-	-	25.00	.50	.50	<sup>4</sup> 9	9	54	-
Salem, . . . . .	-	-	20.00	.35	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	-	21.00	.45	2-	9	9	54	-
Springfield (Union B), . . . . .	-	-	26.00	.50	-	9	<sup>5</sup> -	54	-
Taunton, . . . . .	-	-	20.00	.60	<sup>6</sup> .60 {	<sup>7</sup> 9	<sup>7</sup> 9	<sup>7</sup> 54	-
Worcester, . . . . .	\$0.45	-	-	.50	-	10	10	60	-
<i>General Bakers in Small Shops.</i>									
Boston (Union B), . . . . .	-	-	16.00	.40	.40	10	10	60	-
Brockton, . . . . .	-	-	21.00	.50	.50	9	9	54	-
Springfield (Union A), . . . . .	-	-	18.00	.35	2-	9	9	54	-
<i>Jobbers (Benchmen).</i>									
Boston (Union A), . . . . .	-	\$3.50	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Union B), . . . . .	-	3.00	-	.40	.40	10	10	60	-
Brockton, . . . . .	-	3.50	-	.50	.50	9	9	54	-
Haverhill, . . . . .	-	3.00	-	.35	.35	9	9	54	-
Holyoke, . . . . .	-	3.50	-	1½ T.	-	9	9	54	-
Lawrence, . . . . .	-	3.00	-	.35	.35	9	9	54	-
Lynn (Union A), . . . . .	-	4.00	-	.50	.50	<sup>4</sup> 9	9	54	-
<i>Jobbers (Foremen).</i>									
Boston (Union A), . . . . .	-	4.50	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Union B), . . . . .	-	3.50	-	.40	.40	10	10	60	-
Brockton, . . . . .	-	4.00	-	.50	.50	9	9	54	-
Holyoke, . . . . .	-	4.00	-	1½ T.	-	9	9	54	-
Lynn (Union A), . . . . .	-	5.00	-	.50	.50	<sup>4</sup> 9	9	54	-
<i>Second Hands.</i>									
Boston (Union B), . . . . .	-	-	16.00	.40	.40	10	10	60	-
Brockton, . . . . .	-	-	20.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	-	16.00	.35	.35	9	9	54	-
Holyoke, . . . . .	-	-	18.00	1½ T.	-	9	9	54	-
Lawrence, . . . . .	-	-	16.00	.35	.35	9	9	54	-
Lynn (Union A), . . . . .	-	-	21.00	.50	.50	<sup>4</sup> 9	9	54	-
Salem, . . . . .	-	-	18.00	.35	2 T.	9	9	54	-

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays, time and one half.<sup>3</sup> Friday off; 8 hours on Sunday.<sup>4</sup> Friday off; 9 hours on Sunday.<sup>5</sup> No work on Saturday; work 9 hours on Sunday.<sup>6</sup> Hourly rate for work on Sunday; no work on holidays.<sup>7</sup> Night work 9 hours; day work 10 hours.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Bakers — Con.</b>									
<i>Second Hands — Con.</i>									
Springfield (Union A), . . . . .	-	-	\$18.00	\$0.35	1 -	9	9	54	-
Springfield (Union B), . . . . .	-	-	22.00	.45	-	9	2 -	54	-
Taunton, . . . . .	-	-	16.00	.50	\$0.50 {	4 9	4 9	4 54	}
Worcester, . . . . .	\$0.40	-	-	.50	-	10	10	60	
						9	2 -	54	-
<i>Third or Under Hands.</i>									
Boston (Union A), . . . . .	-	-	18.00	-	-	8	8	48	-
Boston (Union B), . . . . .	-	-	15.00	.40	.40	10	10	60	-
Brockton, . . . . .	-	-	18.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	-	15.00	.35	.35	9	9	54	-
Holyoke, . . . . .	-	-	16.00	1 1/2 T.	-	9	9	54	-
Lawrence, . . . . .	-	-	15.00	.35	.35	9	9	54	-
Lynn (Union A), . . . . .	-	-	19.00	.50	.50	9	9	54	-
Salem, . . . . .	-	-	17.00	.35	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	-	16.00	.35	1 -	9	9	54	-
Springfield (Union B), . . . . .	-	-	19.00	.40	-	9	2 -	54	-
Taunton, . . . . .	-	-	15.00	.40	3 40 {	4 9	4 9	4 54	}
Worcester, . . . . .	.35	-	-	.50	-	10	10	60	
						9	2 -	54	-
<b>Bottlers and Drivers.</b>									
<i>Bottlers.<sup>1</sup></i>									
Boston, . . . . .	-	-	17.00	.50	.50	8	8	48	-
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	15.00	.50	2 T.	10	14	64	-
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	16.00	.50	.50	8	8	48	}
						9	9	54	
Pittsfield, . . . . .	-	-	15.00	.50	.50	8	8	48	}
						9	9	54	
Springfield (first men), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-
Springfield, . . . . .	-	-	18.00	.50	2 T.	8	8	48	-
Worcester (breweries), . . . . .	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	19.00	.50	2 T.	8	8	48	}
						9	9	54	
<i>Chauffeurs.</i>									
Boston, . . . . .	-	-	20.50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	18.00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	18.00	.50	2 T.	10	14	64	-
Pittsfield, . . . . .	-	-	18.00	-	-	8	8	48	}
						9	9	54	
Springfield, . . . . .	-	-	19.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	21.00	.50	2 T.	10	14	64	-

<sup>1</sup> Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays, time and one-half.

<sup>2</sup> No work on Saturday; work 9 hours on Sunday.

<sup>3</sup> No work on holidays.

<sup>4</sup> Night work 9 hours; day work 10 hours.

<sup>5</sup> Friday off; 8 hours on Sunday.

<sup>6</sup> Friday off; 9 hours on Sunday.

<sup>7</sup> Machine operators usually; in some cases fill bottles by hand.

<sup>8</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>9</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Bottlers and Drivers — Con.</b>									
<i>Chauffeurs' Helpers.</i>									
Boston, . . . . .	-	-	\$15 50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	15 00	\$0.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	13 00	.50	2 T.	10	14	64	-
Pittsfield, . . . . .	-	-	16 00	-	-	{ 8 9	8 9	1 48 54	-
<i>Drivers.</i>									
Boston, . . . . .	-	-	18 50	-	-	9	9	54	-
Chicopee (single), . . . . .	-	-	18 00	.40	2 T.	8	14	54	-
Holyoke (single), . . . . .	-	-	16 50	.50	2 T.	10	14	64	-
Holyoke (double), . . . . .	-	-	18 00	.50	2 T.	10	14	64	-
Lowell (single, yard), . . . . .	-	-	20 00	-	-	8	8	48	-
Lowell (double), . . . . .	-	-	21 00	-	-	8	8	48	-
Lowell (double, depot), . . . . .	-	-	21 00	-	-	8	8	48	-
New Bedford, . . . . .	-	-	17 00	.50	\$0.50	9	9	54	-
Pittsfield, . . . . .	-	-	17 00	-	-	{ 8 9	8 9	1 48 54	-
Springfield (single), . . . . .	-	-	19 00	.50	2 T.	8	8	48	-
Worcester (breweries), . . . . .	-	-	21 00	.50	2 T.	{ 8 9	8 9	1 48 54	-
Worcester (wholesale shops), . . . . .	-	-	21 00	.50	2 T.	2 10	2 14	2 64	-
<i>Drivers' Helpers.</i>									
Boston, . . . . .	-	-	15 50	-	-	9	9	54	-
Holyoke, . . . . .	-	-	13 00	.50	2 T.	10	14	64	-
Lowell (single or double), . . . . .	-	-	18 00	-	-	8	8	48	-
New Bedford, . . . . .	-	-	16 00	.50	.50	9	9	54	-
Pittsfield, . . . . .	-	-	16 00	-	-	{ 8 9	8 9	1 48 54	-
Worcester (breweries), . . . . .	-	-	19 50	.50	2 T.	{ 8 9	8 9	1 48 54	-
Worcester (wholesale shops), . . . . .	-	-	16 00	.50	2 T.	2 10	2 14	2 64	-
<i>Inside Helpers.</i>									
Holyoke, . . . . .	-	-	13 50	.50	2 T.	10	14	64	-
Pittsfield, . . . . .	-	-	15 00	.50	.50	{ 8 9	8 9	1 48 54	-
Springfield, . . . . .	-	-	16 00	.50	2 T.	8	8	48	-
Worcester (breweries), . . . . .	-	-	18 25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	17 00	.50	2 T.	{ 8 9	8 9	4 48 54	-
<i>Labelers.</i>									
New Bedford, . . . . .	-	-	16 00	.50	.50	{ 8 9	8 9	1 48 54	-
Pittsfield, . . . . .	-	-	15 00	.50	.50	{ 8 9	8 9	1 48 54	-
Worcester (breweries), . . . . .	-	-	18 25	.50	2 T.	8	8	48	-
Worcester (wholesale shops, hand work), . . . . .	-	-	12 00	.50	2 T.	{ 8 9	8 9	4 48 54	-
<i>Machine Operators.<sup>5</sup></i>									
Boston, . . . . .	-	-	17 00	.50	.50	8	8	48	-
Chicopee, . . . . .	-	-	15 00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	15 00	.50	2 T.	10	14	64	-

<sup>1</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>2</sup> On draught teams, work 54 hours a week during 6 months, and 48 hours a week during 6 months.<sup>3</sup> Helpers on teams handling larger than half barrels, \$18.<sup>4</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.<sup>5</sup> Machine operation includes bottling, labeling, capping, crowning, pasteurizing, soaking, and washing.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Bottlers and Drivers — Con.</b>									
<i>Machine Operators — Con.</i>									
Lowell, . . . . .	-	-	\$18.50	\$0.50	\$0.50	8	8	48	-
Lowell (pasteurizers), . . .	-	-	17.50	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	16.00	.50	.50	8	8	1 48	-
Pittsfield, . . . . .	-	-	15.00	.50	.50	9	9	54	-
Springfield, . . . . .	-	-	18.00	.50	2 T.	8	8	1 48	-
Worcester (breweries), . . .	-	-	20.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), .	-	-	19.00	.50	2 T.	8	8	2 48	-
						9	9	54	-
<i>Packers.</i>									
Boston, . . . . .	-	-	17.00	.50	.50	8	8	48	-
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	16.00	.50	.50	8	8	1 48	-
Pittsfield, . . . . .	-	-	15.00	.50	.50	9	9	54	-
Springfield, . . . . .	-	-	17.00	.50	2 T.	8	8	1 48	-
						9	9	54	-
<i>Stablemen.</i>									
Lowell (first), . . . . .	-	-	21.00	-	-	8	8	48	-
Lowell (second), . . . . .	-	-	20.00	-	-	8	8	48	-
Pittsfield, . . . . .	-	-	16.00	.50	.50	8	8	1 48	-
Worcester (breweries), . . .	-	-	18.25	.50	2 T.	9	9	54	-
Worcester (wholesale shops), .	-	-	17.50	.50	2 T.	8	8	2 48	-
						9	9	54	-
<i>Other Employees (Unclassified).</i>									
Boston (inside workers), . .	-	-	15.00	.50	.50	8	8	48	-
Boston (outside workers), . .	-	-	15.00	.50	.50	9	9	54	-
Lowell (inside workers), . .	-	-	16.50	.50	.50	8	8	48	-
Pittsfield (inside workers), .	-	-	15.00	.50	.50	8	8	1 48	-
						9	9	54	-
<b>Brewery Workmen.</b>									
<i>Apprentices.</i>									
Boston (first year), . . . .	-	-	14.00	.50	3.50	8	8	48	-
Boston (second year), . . . .	-	-	16.00	.50	3.50	8	8	48	-
Fall River (first year), . . .	-	-	12.50	.50	.50	8	8	48	-
Fall River (second year), . .	-	-	14.50	.50	.50	8	8	48	-
Haverhill (see Lawrence), . .	-	-							
Holyoke (first year), . . . .	-	-	12.00	.50	2 T.	8	8	48	-
Holyoke (second year), . . . .	-	-	15.00	.50	2 T.	8	8	48	-
Lawrence (first year), <sup>4</sup> . . .	-	-	13.00	.50	.50	8	8	48	-
Lawrence (second year), <sup>4</sup> . .	-	-	15.00	.50	.50	8	8	48	-
Lowell (first year), . . . . .	-	-	15.00	.50	3.50	8	8	48	-
Lowell (second year), . . . .	-	-	17.00	.50	3.50	8	8	48	-
New Bedford (first year), . .	-	-	15.00	.50	.50	8	8	48	-
Pittsfield (first year), . . . .	-	-	12.00	.50	.50	8	8	48	-
Pittsfield (second year), . . .	-	-	13.00	.50	.50	8	8	48	-
Springfield (first year), . . .	-	-	12.00	.50	2 T.	8	8	48	-
Springfield (second year), . .	-	-	15.00	.50	2 T.	8	8	48	-
Worcester (first year), . . . .	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (second year), . . .	-	-	18.00	.50	2 T.	8	8	48	-
<i>Brewhouse Men.</i>									
Boston (first men), . . . . .	-	-	20.00	.50	3.50	8	8	48	-
Boston (other men), . . . . .	-	-	18.00	.50	3.50	8	8	48	-

<sup>1</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>2</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week, beginning Sept. 1, 1916.

<sup>3</sup> On legal holidays and election days, regular rate for full day.

<sup>4</sup> Same rates apply in Haverhill.



TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Brewery Workmen — Con.</b>									
<i>Brewhouse Men — Con.</i>									
Fall River (first men), . . .	-	-	\$19.50	\$0.50	\$0.50	8	8	48	-
Fall River (other men), . . .	-	-	17.50	.50	.50	8	8	48	-
Haverhill ( <i>see</i> Lawrence), . . .	-	-							
Holyoke (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup> . . .	-	-	22.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup> . . .	-	-	20.00	.50	.50	8	8	48	-
Lowell (first men), . . .	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men), . . .	-	-	21.00	.50	2.50	8	8	48	-
New Bedford (first men), . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men), . . .	-	-	21.00	.50	.50	8	8	48	-
Pittsfield (other men), . . .	-	-	19.00	.50	.50	8	8	48	-
Springfield (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . .	-	-	26.00	.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	21.00	.50	2 T.	8	8	48	-
<i>Cellarmen.</i>									
Boston (first men), . . .	-	-	20.00	.50	2.50	8	8	48	-
Boston (other men), . . .	-	-	18.00	.50	2.50	8	8	48	-
Fall River (first men), . . .	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men), . . .	-	-	17.50	.50	.50	8	8	48	-
Haverhill ( <i>see</i> Lawrence), . . .	-	-							
Holyoke (first men), . . .	-	-	24.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup> . . .	-	-	22.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup> . . .	-	-	20.00	.50	.50	8	8	48	-
Lowell (first men), . . .	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men), . . .	-	-	21.00	.50	2.50	8	8	48	-
New Bedford (first men), . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men), . . .	-	-	21.00	.50	.50	8	8	48	-
Pittsfield (other men), . . .	-	-	19.00	.50	.50	8	8	48	-
Springfield (first men), . . .	-	-	24.00	.50	2 T.	8	8	48	-
Springfield (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . .	-	-	24.00	.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	21.00	.50	2 T.	8	8	48	-
<i>Chauffeurs.</i>									
Boston (heavy trucks), . . .	-	-	20.50	.50	3.50	9	9	54	-
Fall River, . . .	-	-	17.50	.50	.50	8	8	48	-
Fall River (helpers), . . .	-	-	15.50	.50	.50	9	9	54	-
Haverhill ( <i>see</i> Lawrence), . . .	-	-				8	8	48	-
Holyoke, . . .	-	-	22.00	.50	2 T.	8	8	48	-
Lawrence, <sup>1</sup> . . .	-	-	22.00	.50	.50	8	8	48	-
Springfield, . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (heavy trucks), . . .	-	-	23.00	.50	2 T.	9	9	54	-
<i>Coopers.</i>									
Boston (bench men), . . .	-	-	26.50	1½ T.	2 T.	8	8	48	3
Boston (first men), . . .	-	-	29.50	1½ T.	2 T.	8	8	48	3
Holyoke (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Pittsfield (first men), . . .	-	-	20.00	.50	.50	8	8	48	-
Springfield (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (bench men), . . .	-	-	26.50	1½ T.	2 T.	8	8	48	-
Worcester (first men), . . .	-	-	29.50	1½ T.	2 T.	8	8	48	-

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.<sup>4</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
Brewery Workmen — Con.										
Drivers.										
Boston (depot), . . . . .	-	-	\$18.50	\$0.50	\$0.50	9	9	54	-	
Boston (route), . . . . .	-	-	19.50	.50	1.50	9	9	54	-	
Haverhill (see Lawrence).										
Holyoke (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	
Holyoke (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Lawrence (depot), <sup>2</sup> . . . . .	-	-	19.00	.50	.50	8	8	48	-	
Lawrence (route), <sup>2</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-	
New Bedford, . . . . .	-	-	20.50	.50	.50	9	9	54	-	
Springfield (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	
Springfield (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester, . . . . .	-	-	22.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -	
Drivers' Helpers.										
Boston (single or double), . . . . .	-	-	16.50	.50	1.50	9	9	54	-	
Haverhill (see Lawrence).										
Lawrence (single or double), <sup>2</sup> . . . . .	-	-	18.00	.50	.50	8	8	48	-	
New Bedford, . . . . .	-	-	18.50	.50	.50	9	9	54	-	
Springfield, . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	
Worcester, . . . . .	-	-	20.50	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -	
Engineers, Stationary.										
Boston (assistant), . . . . .	-	-	28.00	2 T.	2 T.	8	8	48	-	
Boston (chief), . . . . .	-	-	35.00	2 T.	2 T.	8	8	48	-	
Fall River (chief), . . . . .	-	-	30.00	.70	.70	8	8	48	-	
Fall River (other), . . . . .	-	-	23.00	.70	.70	8	8	48	-	
Haverhill (see Lawrence).										
Holyoke, . . . . .	-	-	25.00	-	-	8	8	56	-	
Lawrence, <sup>2</sup> . . . . .	-	-	28.00	.50	-	8	8	56	-	
Lawrence (assistant), <sup>2</sup> . . . . .	-	-	26.00	.50	-	8	8	56	-	
New Bedford (assistant), . . . . .	-	-	25.25	Reg.	Reg.	8	8	48	-	
New Bedford (chief), . . . . .	-	-	32.50	Reg.	Reg.	8	8	48	-	
Pittsfield, . . . . .	-	-	21.00	.50	-	{ 8 10	{ 8 10	{ 56 70	{ -	
Springfield, . . . . .	-	-	25.00	-	-	8	8	56	-	
Worcester (chief), . . . . .	-	-	45.00	2 T.	2 T.	8	8	48	-	
Worcester (other), . . . . .	-	-	28.00	2 T.	2 T.	8	8	48	-	
Fermenting Room Men.										
Boston (first men), . . . . .	-	-	20.00	.50	5.50	8	8	48	-	
Boston (other men), . . . . .	-	-	18.00	.50	5.50	8	8	48	-	
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-	
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-	
Haverhill (see Lawrence).										
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (first men), <sup>2</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-	
Lawrence (other men), <sup>2</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Lowell (first men), . . . . .	-	-	23.00	.50	5.50	8	8	48	-	
Lowell (other men), . . . . .	-	-	21.00	.50	5.50	8	8	48	-	
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-	
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (first men), . . . . .	-	-	20.00	.50	.50	8	8	48	-	
Pittsfield (other men), . . . . .	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-	
Worcester (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-	

<sup>1</sup> Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.<sup>2</sup> Same rates apply in Haverhill.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>4</sup> For 6 months, 56 hours a week, and for 6 months, 70 hours a week.<sup>5</sup> On legal holidays and election days, regular rate for full day.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Brewery Workmen — Con.									
Firemen, Stationary.									
Boston, . . . . .	-	-	\$22.00	-	-	8	8	48	-
Fall River, . . . . .	-	-	18.00	-	-	8	8	56	-
Haverhill (see Lawrence), . . . . .	-	-	-	-	-	8	8	56	-
Holyoke, . . . . .	-	-	22.00	-	-	8	8	56	-
Lawrence, <sup>1</sup> . . . . .	-	-	23.00	\$0.50	-	8	8	56	-
Lowell, . . . . .	-	-	21.00	2 T.	2 T.	8	8	48	-
Lowell (helpers), . . . . .	-	-	17.00	2 T.	2 T.	8	8	48	-
Lowell (oilers), . . . . .	-	-	19.25	2 T.	2 T.	8	8	48	-
New Bedford, . . . . .	-	-	19.50	.50	\$0.50	8	8	48	-
Pittsfield, . . . . .	-	-	16.00	.50	-	8	8	56	-
Springfield, . . . . .	-	-	22.00	-	-	8	8	56	-
Worcester, . . . . .	-	-	22.00	.50	Reg.	8	8	48	-
Floormen.									
Boston, . . . . .	-	-	19.00	.50	2.50	8	8	48	-
Springfield, . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
General Workmen.									
Springfield, . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Machinists.									
Boston (outside erecting and constructing), . . . . .	\$0.56½	-	-	-	-	8	8	48	-
Racking Room Men.									
Boston (first men), . . . . .	-	-	18.00	.50	2.50	8	8	48	-
Pittsfield (first men), . . . . .	-	-	20.00	.50	.50	8	8	48	-
Springfield (Union A), . . . . .	-	-	18.00	.50	2 T.	8	8	48	-
Springfield (Union B, first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (Union B, other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
Stablemen.									
Boston (first men), . . . . .	-	-	18.50	.50	2.50	9	9	54	-
Boston (other men), . . . . .	-	-	17.00	.50	2.50	9	9	54	-
Haverhill (see Lawrence), . . . . .	-	-	-	-	-	8	8	56	-
Holyoke (first men), . . . . .	-	-	21.00	-	-	8	8	56	-
Lawrence, <sup>1</sup> . . . . .	-	-	19.00	.50	.50	8	8	52	-
Springfield (first men), . . . . .	-	-	21.00	-	-	8	8	56	-
Springfield (other men), . . . . .	-	-	20.00	-	-	8	8	56	-
Worcester (first men), . . . . .	-	-	21.50	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	20.50	.50	2 T.	8	8	48	-
Washhouse Men.									
Boston (first men), . . . . .	-	-	20.00	.50	2.50	8	8	48	-
Boston (other men), . . . . .	-	-	18.00	.50	2.50	8	8	48	-
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men), . . . . .	-	-	16.50	.50	.50	8	8	48	-
Haverhill (see Lawrence), . . . . .	-	-	-	-	-	8	8	56	-
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup> . . . . .	-	-	21.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup> . . . . .	-	-	19.00	.50	.50	8	8	48	-
Lowell (first men), . . . . .	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men), . . . . .	-	-	20.00	.50	2.50	8	8	48	-
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.<sup>4</sup> Six and one-half days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Brewery Workmen — Con.</b>									
<i>Washhouse Men — Con.</i>									
Pittsfield (first men), . . .	-	-	\$20.00	\$0.50	\$0.50	8	8	48	-
Pittsfield (other men), . . .	-	-	19.00	.50	.50	8	8	48	-
Springfield (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	21.00	.50	2 T.	8	8	48	-
<i>Watchmen.</i>									
Boston, . . .	-	-	18.00	.50	1.50	9	9	54	-
Haverhill ( <i>see Lawrence</i> ). . .	-	-	18.00	.50	-	12	12	84	-
Lawrence, <sup>2</sup> . . .	-	-	18.00	.50	-	4-	4-	4-	-
Lowell, . . .	-	-	23.00	.50	-	12	12	84	-
Pittsfield, . . .	-	-	17.00	.50	-	8	8	56	-
Worcester, . . .	-	-	22.00	.50	-	8	8	56	-
<b>Fish Workers.</b>									
Gloucester (handlers), . . .	\$0.30	-	16.20	Reg.	1½ T.	9	5 9	54	5 4
Gloucester (splitters), . . .	.35	-	18.90	Reg.	1½ T.	9	5 9	54	5 4
<b>Meat Cutters and Butcher Workmen.</b>									
<i>Cambridge:</i>									
Gatemen, . . .	.16½	-	10.00	Reg.	Reg.	10	10	60	-
General employees, . . .	.16½	-	10.00	Reg.	Reg.	10	10	60	-
Sausage makers, . . .	-	-	16.00	1½ T.	1½ T.	9	5	50	12
<b>Tobacco Strippers.</b>									
<i>Boston:</i>									
All-round strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
All-round strippers and bookers, . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Binder strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Binder strippers (machine), . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers, . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers and strip-pers, . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Wrapper strippers, . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Wrapper strippers (ma-chine), . . .	-	-	11.00	2 T.	2 T.	8	5	45	12
<i>Springfield:</i>									
All-round strippers and bookers, . . .	-	-	8.00	-	2 T.	8½	5	48	12
Binder strippers, . . .	-	-	7.00	-	2 T.	8½	5	48	12
Branders and stampers, . . .	-	-	8.00	-	2 T.	8½	5	48	12
Machine workers, . . .	-	-	9.00	-	2 T.	8½	5	48	12
Selectors, . . .	-	-	8.00	-	2 T.	8½	5	48	12
Wrapper bookers, . . .	-	-	9.00	-	2 T.	8½	5	48	12
Wrapper bookers and strip-pers, . . .	-	-	8.00	-	2 T.	8½	5	48	12
Wrapper strippers, . . .	-	-	7.00	-	2 T.	8½	5	48	12

<sup>1</sup> Regular work on Sunday, \$3.50 a day; on legal holidays and election days, regular rate for full day.

<sup>2</sup> Same rates apply in Haverhill.

<sup>3</sup> Seven nights; one night off each two weeks.

<sup>4</sup> Seven nights.

<sup>5</sup> Five hours on Saturday, 50 hours a week, during 4 months.

<sup>6</sup> One day, 9 hours.

TABLE 4. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Garment Workers. <sup>2</sup>									
Clothing Cutters and Trimmers.									
Boston:									
Liners, . . . . .	-	-	\$18.00	1½ T.	-	9	4	49	12
Trimmers, . . . . .	-	-	15.00	1½ T.	-	9	4	49	12
Trimming cutters, . . . . .	-	-	21.00	1½ T.	-	9	4	49	12
Coat Cutters.									
Boston, . . . . .	-	-	27.00	1½ T.	-	9	4	49	12
Coat Makers.									
Holyoke, . . . . .	\$9.27½	\$2.75	16.50	\$0.35	\$0.35	10	10	60	-
Coat Stitchers.									
Boston (sheepskin coats), . . . . .	-	3.00	-	-	-	8½	4	46½	12
Dress Cutters.									
Boston, . . . . .	-	-	25.00	1½ T.	-	9	4	49	12
Hat and Cap Makers.									
Boston:									
Cap blockers, . . . . .	.30	2.70	15.00	1½ T.	2 T.	9	5	50	12
Cap cutters, knife, . . . . .	.35	3.24	18.00	1½ T.	2 T.	9	5	50	12
Cap cutters, shear, . . . . .	.30	2.70	15.00	1½ T.	2 T.	9	5	50	12
Hatters, . . . . .	-	-	22.00	-	-	9	5	50	12
Overall Workers, Cutters.									
Boston, . . . . .	-	-	18.00	1½ T.	2 T.	8½	4	46½	12
North Brookfield, . . . . .	-	-	18.00	1½ T.	2 T.	8½	5½	48	12
Overall Workers, Examiners.									
Boston, . . . . .	-	-	8.00	1½ T.	2 T.	8½	4	46½	12
North Brookfield, . . . . .	-	-	9.00	1½ T.	2 T.	8½	5½	48	12
Pressers.									
Boston:									
Pressers, coat, . . . . .	-	-	27.00	1½ T.	1½ T.	9	4	49	12
Pressers, skirt, . . . . .	-	-	25.00	1½ T.	1½ T.	9	4	49	12
Underpressers, coat, . . . . .	-	-	23.00	1½ T.	1½ T.	9	4	49	12
Underpressers, skirt, . . . . .	-	-	21.00	1½ T.	1½ T.	9	4	49	12
Northampton, . . . . .	-	-	16.00	.30	-	10	10	60	-
Skirt Cutters.									
Boston, . . . . .	-	-	25.00	1½ T.	-	9	4	49	12
Skirt Finishers.									
Boston, . . . . .	-	- {	9.00-13.00	} -	-	9	4	49	12
Skirt Makers.									
Boston, . . . . .	-	-	24.00	-	-	9	4	49	12
Tailors (Bushelmen).									
Boston, . . . . .	.40	-	22.00	Reg.	Reg.	10	5	55	12
Brockton:									
Bushelmen and pressmen, first class shops, . . . . .	4 -	-	16.50	1¼ T.	1½ T.	9	9	54	-

<sup>1</sup> For explanation of symbols see note 1 on page 8.

<sup>2</sup> Piece rates prevail extensively in the garment trades and in hat and cap making. The time rates here shown represent the wages of comparatively few workers in these occupations.

<sup>3</sup> Range of rates, according to work done.

<sup>4</sup> Bushelmen working on coats, employed in first class shops, receive 33 cents an hour when employed by the hour instead of by the week.

TABLE 4. GARMENT TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Garment Workers — Con.</b>									
<i>Tailors (Bushelmen) — Con.</i>									
Brockton — Con.									
Bushelmen and pressmen, second class shops, . . .	1 -	-	\$15.00	1¼ T.	1½ T.	9	9	54	-
Tailors (new work) first class shops, . . .	-	-	20.00	1¼ T.	1½ T.	9	9	54	-
Tailors (new work) second class shops, . . .	-	-	18.00	1¼ T.	1½ T.	9	9	54	-
Holyoke (men), . . .	\$0.27½	\$2.75	16.50	\$0.35	\$0.35	10	10	60	-
Holyoke (women), . . .	-	2.00	12.00	.35	.35	9	9	54	-
Lowell, . . .	-	-	16.00	.30	-	2 9	9	54	2 3
North Adams, . . .	-	2.00	12.00	-	-	10	10	60	-
Northampton, . . .	-	-	16.00	.30	-	10	10	60	-
Pittsfield, . . .	-	-	16.00	-	-	10	10	60	-
Springfield, . . .	.30	3.00	18.00	-	-	10	10	60	-
Springfield (men, ready-made clothing stores), . . .	-	-	16.50	.40	.40	9	12	57	-
Springfield (women, ready-made clothing stores), . . .	-	-	10.00	.40	.40	9	12	54	-
<b>Waist and Dress Makers.</b>									
Boston:									
Apprentices, . . .	-	-	6.00	3 -	4 -	9 5	4	50 49	12
Buttonhole makers, . . .	-	-	9.00	3 -	4 -	9 5	4	50 49	12
Cutters, experienced, . . .	-	-	25.00	3 -	4 -	9 5	4	50 49	12
Drapers, . . .	-	-	12.00	3 -	4 -	9 5	4	50 49	12
Examiners, . . .	-	-	7.00	3 -	4 -	9 5	4	50 49	12
Finishers, . . .	-	-	7.00	3 -	4 -	9 5	4	50 49	12
Ironers, . . .	-	-	9.00	3 -	4 -	9 5	4	50 49	12
Machine operators, . . .	-	-	12.00	3 -	4 -	9 5	4	50 49	12
Pressers, under-,. . .	-	-	18.00	3 -	4 -	9 5	4	50 49	12
Pressers, upper-,. . .	-	-	22.00	3 -	4 -	9 5	4	50 49	12
Separate skirt makers (sample), who also work on dresses, . . .	-	-	22.00	3 -	4 -	9 5	4	50 49	12
Trimmers (hand), who also pin on trimmings, . . .	-	-	10.00	3 -	4 -	9 5	4	50 49	12
Trimmers, hand (others), . . .	-	-	9.00	3 -	4 -	9 5	4	50 49	12
<b>Waterproof Garment Workers.</b>									
Boston:									
Buttonhole workers, men, . . .	-	-	20.00	1½ T.	-	9	5	50	12
Buttonholeworkers,women, . . .	-	-	16.00	1½ T.	-	9	5	50	12
Cutters, . . .	-	-	25.00	1½ T.	-	9	5	50	12
Finishers, . . .	-	-	8.00	1½ T.	-	9	5	50	12

<sup>1</sup> Bushelmen working on coats, employed in second class shops, receive 25 cents an hour, when employed by the hour instead of by the week.

<sup>2</sup> During 3 months, work 5 hours on Thursday, 50 hours a week.

<sup>3</sup> No work allowed before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

<sup>4</sup> No work allowed on Sunday; on holidays, time and one-half.

<sup>5</sup> During 6 months, work 50 hours a week, and during 6 months, work 49 hours a week.

TABLE 5. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Blacksmiths and Helpers.</b>										
Lowell:										
Apprentices (blacksmiths and hardeners):										
First year, . . . . .	-	-	\$8.00	1½ T.	2 T.	8	8	48	-	
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	8	8	48	-	
Third year, . . . . .	-	-	11.00	1½ T.	2 T.	8	8	48	-	
Fourth year, . . . . .	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Blacksmiths, . . . . .	\$0.49	-	-	1½ T.	2 T.	8	8	48	-	
Blacksmiths' helpers, . . . . .	.34	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners, first class, . . . . .	.43	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners, second class, . . . . .	.38	-	-	1½ T.	2 T.	8	8	48	-	
Pittsfield (acetylene welders, tank formers, and pressmen), . . . . .	.30	-	-	1½ T.	1½ T.	9	5	50	12	
Pittsfield (electric welders), . . . . .	.35	\$3.15	-	1½ T.	1½ T.	9	5	50	12	
Shelburne (cutlery workers), . . . . .	.30	-	-	Reg.	Reg.	9	9	54	6	
<b>Boilermakers and Helpers.</b>										
Boston:										
Boilermakers, . . . . .	4.40	3.60	21.60	2 T.	2 T.	9	9	54	6	
Boilermakers' helpers, . . . . .	4.30½	2.75	16.50	2 T.	2 T.	9	9	54	6	
Field tank work:										
Boilermakers, . . . . .	4.62½	5.00	30.00	2 T.	2 T.	8	8	48	-	
Heaters, . . . . .	4.46½	3.75	22.50	2 T.	2 T.	8	8	48	-	
Helpers, . . . . .	4.37½	3.00	18.00	2 T.	2 T.	8	8	48	-	
Holders-on, . . . . .	4.46½	3.75	22.50	2 T.	2 T.	8	8	48	-	
Lowell (boilermakers):										
First class, . . . . .	.40	3.60	-	1½ T.	1½ T.	9	8	53	-	
Second class, . . . . .	.33	3.42	-	1½ T.	1½ T.	9	8	53	-	
Third class, . . . . .	.32½	2.92½	-	1½ T.	1½ T.	9	8	53	-	
Layers-out, . . . . .	.36	3.24	-	1½ T.	1½ T.	9	8	53	-	
Lowell (boilermakers' helpers):										
First class, . . . . .	.27½	2.47½	-	1½ T.	1½ T.	9	8	53	-	
Second class, . . . . .	.29½	2.65½	-	1½ T.	1½ T.	9	8	53	-	
Third class, . . . . .	.26½	2.38½	-	1½ T.	1½ T.	9	8	53	-	
Fourth class, . . . . .	.25½	2.29½	-	1½ T.	1½ T.	9	8	53	-	
	.23½	2.11½	-	1½ T.	1½ T.	9	8	53	-	
<b>Can Makers.</b>										
Boston, . . . . .	.15	-	7.50	1½ T.	1½ T.	9	5	50	12	
	.20	-	10.00							
	.25	-	12.50							
	.30	-	15.00							
	.35	-	17.50							
	.40	-	20.00							
	.45	-	22.50							
<b>Chandelier Makers.</b>										
Boston:										
Apprentices, first year, . . . . .	-	-	9.00	1½ T.	-	9	5	50	12	
Apprentices, second year, . . . . .	-	-	11.00	1½ T.	-	9	5	50	12	
Apprentices, third year, . . . . .	-	-	13.00	1½ T.	-	9	5	50	12	
Apprentices, fourth year, . . . . .	-	-	18.00	1½ T.	-	9	5	50	12	

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Changed to 50 hours a week after October 1, 1916; previous to that time worked 52½ hours.<sup>3</sup> Work 5 hours on Saturday, 50 hours a week, during 6 months.<sup>4</sup> Prevailing rate; no agreement establishing a minimum rate.<sup>5</sup> In some cases work 5 hours on Saturday, 50 hours a week during 4 months; in others work 5 hours on Saturday, during entire year, and are paid for 54 hours. When working on outside work, hours are 8 a day, 48 a week, with same pay as for 9-hour day on inside work.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Chandelier Makers — Con.</b>										
Boston — <i>Con.</i>										
Dippers and platers, . . .	-	-	\$21.00	1½ T.	-	9	5	50	12	
Dippers (plain), . . .	-	-	20.00	1½ T.	-	9	5	50	12	
Lacquerers (plain), . . .	-	-	17.00	1½ T.	-	9	5	50	12	
Lacquerers and bronzers (color experts), . . .	-	-	20.00	1½ T.	-	9	5	50	12	
Lathe hands, . . .	-	-	20.00	1½ T.	-	9	5	50	12	
Metal spinners, . . .	-	-	23.00	1½ T.	-	9	5	50	12	
Vise hands (plain filers), . . .	-	-	17.00	1½ T.	-	9	5	50	12	
Vise hands (tube benders), . . .	-	-	20.00	1½ T.	-	9	5	50	12	
<b>Coppersmiths.</b>										
Boston, . . . . .	\$0.55	-	26.40	2 T.	2 T.	18	18	48	17	
<b>Crucible Workers.</b>										
Taunton:										
Ball makers, . . . . .	-	\$2.50	15.00	1½ T.	1½ T.	9	9	54	-	
Finishers, . . . . .	-	2.50	15.00	1½ T.	1½ T.	9	9	54	-	
Jiggers, . . . . .	-	2.75	16.50	1½ T.	1½ T.	9	9	54	-	
Yardmen, . . . . .	-	2.00	12.00	1½ T.	1½ T.	9	9	54	-	
<b>Cutting Die and Cutter Makers.</b>										
Brockton:										
Buzzers, . . . . .	-	-	16.00	1½ T.	2 T.	8½	4½	48	12	
Finishers, . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Forgers, . . . . .	-	-	24.00	1½ T.	2 T.	8½	4½	48	12	
Grinders, . . . . .	-	-	19.00	1½ T.	2 T.	8½	4½	48	12	
Polishers, . . . . .	-	-	15.00	1½ T.	2 T.	8½	4½	48	12	
Haverhill:										
Buzzers, . . . . .	-	-	15.00	1½ T.	2 T.	2 8½	5	48	12	
Finishers, . . . . .	.40	-	-	1½ T.	2 T.	2 8½	5	48	12	
Forgers, . . . . .	.54½	-	-	1½ T.	2 T.	2 8½	5	48	12	
Grinders, . . . . .	.50	-	-	1½ T.	2 T.	2 8½	5	48	12	
Lynn: <sup>3</sup>										
Buzzers, . . . . .	-	-	{ <sup>3</sup> 14.00— 17.00}	1½ T.	2 T.	8½	4½	48	12	
Finishers, . . . . .	-	-	{ <sup>3</sup> 18.00— 24.00}	1½ T.	2 T.	8½	4½	48	12	
Forgers, . . . . .	-	-	{ <sup>3</sup> 20.00— 27.50}	1½ T.	2 T.	8½	4½	48	12	
Grinders, . . . . .	-	-	{ <sup>3</sup> 18.00— 21.00}	1½ T.	2 T.	8½	4½	48	12	
Stoneham, . . . . .	-	-	7.50	1½ T.	2 T.	2 8½	5	48	12	
<b>Die Sinkers and Trimmer Makers.</b>										
Springfield: <sup>4</sup>										
Die sinkers, . . . . .	-	4 5.00	-	1½ T.	-	9	8	53	54	
Drop forgers, <sup>6</sup> . . . . .	-	4 4.00	-	-	-	9	8	53	54	
Trimmer makers, . . . . .	-	4 4.00	-	1½ T.	-	9	8	53	54	

<sup>1</sup> During 7 months, work 8½ hours on 5 days, 4½ hours on Saturday; in one establishment, work 8½ hours on 5 days, 4½ hours on Saturday, during entire year.

<sup>2</sup> One day, 9 hours.

<sup>3</sup> Prevailing range of rates; no agreement establishing a minimum.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> Work 5 hours on Saturday, 50 hours a week, during 4 months.

<sup>6</sup> Usually do piece work.



TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Electrical Workers.									
Gardner (welders), . . . . .	\$0.20	-	1 -	Reg.	-	10	2 9	2 59	2 5
Lowell, . . . . .	3.43	-	-	1½ T.	1½ T.	8	8	48	-
Lowell (helpers), . . . . .	3.32	-	-	1½ T.	1½ T.	8	8	48	-
Lynn (shop), . . . . .	.55	\$4.40	\$24.20	4 -	2 T.	8	4	44	12
Pittsfield, <sup>5</sup> . . . . .	5.30	2.70	15.00	1½ T.	1½ T.	9	5	50	12
Firemen, Stationary.									
Lowell:									
Belt fixers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-
Belt fixers, foremen, . . . . .	.33	-	-	1½ T.	1½ T.	9	9	54	-
Coal passers, . . . . .	.27	-	-	-	-	12	12	84	-
Firemen, . . . . .	.33	-	-	-	-	12	12	84	-
Oilers, . . . . .	.28	-	-	1½ T.	1½ T.	9	9	54	-
Foundrymen.									
Gardner (furnace men), . . . . .	.20	-	1 -	Reg.	-	10	2 9	2 59	2 5
Gold Beaters.									
Boston, . . . . .	-	-	20.00	-	-	-	6 -	54	6 -
Horseshoers (Firemen and Floormen).									
Boston, . . . . .	-	-	22.00	-	-	9	7 8	7 53	7 9
Holyoke, . . . . .	-	3.50	21.00	\$0.50	\$0.50	9	8 8	8 53	8 6
Springfield, . . . . .	-	-	21.00	.50	2 T.	9	5	50	12
Worcester, . . . . .	-	-	21.00	.50	.50	9	5	50	12
Last Makers.									
Beverly, <sup>5</sup> . . . . .	5.25	-	9 15.00	1½ T.	2 T.	9	5	50	12
Beverly (bench sawers), <sup>5</sup> . . . . .	5.30	-	9 18.00	1½ T.	2 T.	9	5	50	12
Brockton:									
Borers and riveters, . . . . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Floormen, . . . . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Shavers, . . . . .	-	-	21.00	1½ T.	-	9	10 9	10 54	10 3
Stainers and stampers, . . . . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Trimmers, . . . . .	-	-	19.00	1½ T.	-	9	10 9	10 54	10 3
Turners, . . . . .	-	-	15.00	1½ T.	-	9	10 9	10 54	10 3
Lynn, <sup>5</sup> . . . . .	5.25	-	9 15.00	1½ T.	-	9	5	50	12

1 When working on piece work, weekly rate averages \$18.

2 During 5 months, work 5 hours on Saturday, 55 hours a week.

3 Night workers receive 5 per cent more than day workers.

4 Before 6 P.M., time and one-half; double time after 6 P.M. and also on Saturday afternoon.

5 Prevailing rate; no agreement establishing a minimum.

6 In some establishments have Saturday half-holiday during entire year, but make up the time on the other 5 days of the week.

7 During 9 months, work 5 hours on Saturday, 50 hours a week.

8 During 6 months, work 5 hours on Saturday, 50 hours a week.

9 Paid at the rate of 60 hours a week but work 50 hours.

10 During 3 months, work 5 hours on Saturday, 50 hours a week.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Machinists.</b>										
<i>Apprentices.</i>										
Lowell: <sup>1</sup>										
First year, . . . . .	\$0.15	—	—	1½ T.	2 T.	18	18	148	—	
Second year, . . . . .	1.17½	—	—	1½ T.	2 T.	18	18	148	—	
Third year, . . . . .	1.20	—	—	1½ T.	2 T.	18	18	148	—	
Taunton (Union A), . . . .	—	\$0.90	\$4.95	—	—	9	24½	249½	12	
Westfield, . . . . .	.12	—	—	1½ T.	2 T.	9	9	54	—	
<i>Assemblers.</i>										
Gardner, <sup>3</sup> . . . . .	.20	—	4—	Reg.	—	10	59	559	55	
Lynn, <sup>3</sup> . . . . .	.32	—	—	—	—	9½	5	52	12	
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	24½	249½	12	
<i>Bench Hands.</i>										
Gardner, <sup>3</sup> . . . . .	.20	—	4—	Reg.	—	10	59	559	55	
Lowell, <sup>1</sup> . . . . .	1.30	—	—	1½ T.	2 T.	18	18	148	—	
<i>Blacksmiths.</i>										
Montague, <sup>3</sup> . . . . .	.33½	—	—	—	—	9	9	54	—	
New Bedford, <sup>3</sup> . . . . .	.33	—	—	—	—	9¼	5¼	54	12	
<i>Die Makers.</i>										
Springfield, . . . . .	.52	—	—	1½ T.	2 T.	{ 8 8¾	78 42½	748 48	7— 12	
Worcester, <sup>3</sup> . . . . .	.35	3.50	\$21.00	Reg.	Reg.	10	89	859	84	
<i>Drill Hands.</i>										
Gardner, <sup>3</sup> . . . . .	.20	—	9—	Reg.	—	10	59	559	55	
Lowell, <sup>1</sup> . . . . .	1.28	—	—	1½ T.	2 T.	18	18	148	—	
<i>Filers.</i>										
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	24½	249½	12	
<i>Fitters.</i>										
New Bedford, <sup>3</sup> . . . . .	.34	—	—	—	—	9¾	5¼	54	12	
Taunton (Union A), . . . .	.25	2.25	12.38	1½ T.	2 T.	9	24½	249½	12	
<i>Grinder Hands.</i>										
Lowell, <sup>1</sup> . . . . .	1.32½	—	—	1½ T.	2 T.	18	18	148	—	
<i>Helpers.</i>										
Boston (Union A), . . . .	.22½	—	—	10—	2 T.	8	8	48	—	
Watertown, . . . . .	.25	2.25	13.50	1½ T.	2 T.	9	9	54	—	
Westfield, . . . . .	.17½	—	—	1½ T.	2 T.	9	9	54	—	

<sup>1</sup> The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

<sup>2</sup> In a few establishments, employees work 8 hours on Saturday, 53 hours a week.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum.

<sup>4</sup> When working on piece work, weekly rate averages \$16.50 a week.

<sup>5</sup> During 5 months, work 5 hours on Saturday, 55 hours a week.

<sup>6</sup> One day, 9 hours.

<sup>7</sup> In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8¾ hours on 5 days of week.

<sup>8</sup> Paid for 60 hours a week, but work 59 hours a week during 8 months, and 55 hours a week (5 hours on Saturday) during 4 months.

<sup>9</sup> When working on piece work, weekly rate averages \$18 a week.

<sup>10</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Machinists — Con.</b>									
<i>Lathe Hands.</i>									
Lowell, <sup>1</sup>	\$0.30	-	-	1½ T.	2 T.	18	18	148	-
New Bedford, <sup>2</sup>	2.34	-	-	-	-	9¾	5¼	54	12
Springfield,	.42	-	-	1½ T.	2 T.	8	8	48	3-
Taunton (Union A),	.25	\$2.25	\$12.38	1½ T.	2 T.	8½	4½	48	12
						9	4½	49½	12
<i>Machine Operators.</i>									
Gardner (press operators), <sup>2</sup>	2.20	-	5-	Reg.	-	10	9	59	5
Lowell (saw and cutting-off machine), <sup>1</sup>	1.28	-	-	1½ T.	2 T.	18	18	148	-
Lowell (turret lathe and screw), <sup>1</sup>	1.35	-	-	1½ T.	2 T.	18	18	148	-
Montague (automatic, first class), <sup>2</sup>	2.30	-	-	-	-	9	9	54	-
Springfield (automatic, first class),	.53	-	-	1½ T.	2 T.	8	8	48	3-
						8½	4½	48	12
Springfield (hand, screw),	.48	-	-	1½ T.	2 T.	8	8	48	3-
						8½	4½	48	12
<i>Machinists (All-round).</i>									
Boston,	.36	-	-	7-	2 T.	8	8	48	-
Brockton, <sup>2</sup>	2.33½	3.00	18.00	-	-	9	9	54	-
Lawrence, <sup>3</sup>	-	-	14.75	-	1½ T.	9¾	5¼	54	12
Lowell (first class), <sup>1</sup>	1.47	-	-	1½ T.	2 T.	18	18	148	-
Lowell (second class), <sup>1</sup>	1.38	-	-	1½ T.	2 T.	18	18	148	-
Lynn, <sup>2</sup>	2.35	-	-	-	-	9½	5	52	12
New Bedford, <sup>2</sup>	2.36	-	-	-	-	9¾	5¼	54	12
Springfield,	.45	-	-	1½ T.	2 T.	8	8	48	3-
						8½	4½	48	12
Taunton (Union A),	.30	2.70	14.85	1½ T.	2 T.	9	4½	49½	12
Watertown,	.36	3.24	19.44	1½ T.	2 T.	9	9	54	-
Worcester,	-	-	10 17.48	11-	2 T.	-	-	10 51	-
<i>Millingmen.</i>									
Lowell, <sup>1</sup>	1.35	-	-	1½ T.	2 T.	18	18	148	-
<i>Planer Hands.</i>									
Lowell (first class), <sup>1</sup>	1.47	-	-	1½ T.	2 T.	18	18	148	-
Lynn, <sup>2</sup>	2.37	-	-	-	-	9½	5	52	12
Springfield,	.40	-	-	1½ T.	2 T.	8	8	48	3-
						8½	4½	48	12
Taunton (Union A),	.30	2.70	14.85	1½ T.	2 T.	9	4½	49½	12
<i>Specialists.</i>									
Boston,	.25	-	-	7-	2 T.	8	8	48	-
Lowell (Union A), <sup>1</sup>	1.32½	-	-	1½ T.	2 T.	18	18	148	-

<sup>1</sup> The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8¾ hours on 5 days of week.

<sup>4</sup> In a few establishments, employees work 8 hours on Saturday, 53 hours a week.

<sup>5</sup> When working on piece work, weekly rate averages \$18 a week.

<sup>6</sup> During 5 months, work 5 hours on Saturday, 55 hours a week.

<sup>7</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>8</sup> Prevailing weekly rates range from \$14.75 to \$18.80.

<sup>9</sup> One day, 9 hours.

<sup>10</sup> On December 22, 1916, wages were increased to \$18.68 a week, and hours of labor were reduced to 48 a week.

<sup>11</sup> Before midnight, time and one-half; after midnight, double time.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Machinists — Con.</b>										
<i>Specialists — Con.</i>										
Lowell (Union B), . . . .	\$0.26	—	—	1½ T.	2 T.	10½ <sup>12</sup>	5½ <sup>12</sup>	57½ <sup>12</sup>	12	
Taunton (Union A), . . . .	.20	\$1.80	\$9.90	1½ T.	2 T.	9	14½ <sup>12</sup>	49½ <sup>12</sup>	12	
Worcester (testers), . . . .	—	—	<sup>2</sup> 13.50	3 —	2 T.	—	—	<sup>2</sup> 51	—	
<i>Tool Makers.</i>										
Lowell (first class), <sup>4</sup> . . . .	4.50	—	—	1½ T.	2 T.	48	48	48	—	
Lowell (second class), <sup>4</sup> . . . .	4.45	—	—	1½ T.	2 T.	48	48	48	—	
Springfield, . . . . .	.52	—	—	1½ T.	2 T.	{ 8	58	48	5 —	
Westfield, . . . . .	.45	—	—	1½ T.	2 T.	8½ <sup>12</sup>	4¾ <sup>12</sup>	48	12	
Worcester, <sup>6</sup> . . . . .	8.35	3 50	<sup>7</sup> 21.00	1½ T. Reg.	2 T. Reg.	9 10	9 9	54 59	— 7 4	
<b>Metal Polishers, Buffers, and Platers.</b>										
<i>Apprentices.</i>										
Springfield (first year), . . . .	8.25	—	8 12.00	1½ T.	2 T.	9 8¾	4¼	48	9 12	
Taunton (first year), . . . .	—	1.50	9.00	1½ T.	2 T.	9	9	54	—	
<i>Brass Finishers.</i>										
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
<i>Buffers.</i>										
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
Springfield, . . . . .	<sup>10</sup> .50	—	<sup>10</sup> 24.00	1½ T.	2 T.	9 8¾	4¼	48	9 12	
Taunton, . . . . .	—	3.25	19.50	1½ T.	2 T.	9	9	54	—	
Watertown, <sup>11</sup> . . . . .	—	<sup>11</sup> 3.50	—	—	—	9	9	54	—	
Westfield, . . . . .	.46	—	—	1½ T.	2 T.	9	<sup>12</sup> 9	<sup>12</sup> 54	<sup>12</sup> 3	
Worcester, . . . . .	—	—	18.00	1½ T.	—	10	5	55	12	
<i>Platers.</i>										
Boston, . . . . .	.42	3.78	21.00	1½ T.	—	9	5	50	12	
Taunton, . . . . .	—	4.00	24.00	1½ T.	2 T.	9	9	54	—	
Watertown, <sup>11</sup> . . . . .	—	<sup>11</sup> 3.50	—	—	—	9	9	54	—	
Worcester, . . . . .	—	—	18.00	1½ T.	—	10	5	55	12	
<i>Polishers.</i>										
Amesbury, <sup>11</sup> . . . . .	<sup>11</sup> .39	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Boston, . . . . .	.39	3.51	19.50	1½ T.	—	9	5	50	12	
Northampton, <sup>11</sup> . . . . .	<sup>11</sup> 33⅓	<sup>13</sup> 3.00	18.00	—	—	9	<sup>12</sup> 9	<sup>12</sup> 54	<sup>12</sup> 3	

<sup>1</sup> In a few establishments, employees work 8 hours on Saturday, 53 hours a week.

<sup>2</sup> On December 22, 1916, weekly wages were increased, and hours of labor were reduced to 48 a week.

<sup>3</sup> Before midnight, time and one-half; after midnight, double time.

<sup>4</sup> The rate of wages and the hours of labor shown are those in effect in two establishments having written agreements; in other establishments no minimum rate of wages is in effect and the hours of labor are 10 hours on the first 5 days of the week, 5 hours on Saturday, 55 hours a week.

<sup>5</sup> In some establishments work 8 hours a day, 48 hours a week, with no half-holiday; in others, have Saturday half-holiday and work 8½ hours on 5 days of week.

<sup>6</sup> Prevailing rate; no agreement establishing a minimum.

<sup>7</sup> Paid for 60 hours a week, but work 59 hours a week during 8 months, and 55 hours a week (5 hours on Saturday) during 4 months.

<sup>8</sup> Scale established by two concerns in October, 1915; increase of 5 cents an hour second and third years.

<sup>9</sup> Hours established by two concerns in October, 1915; work 50 and 54 hours a week in other shops.

<sup>10</sup> Scale established by two concerns in October, 1915; average rate paid by other concerns, \$3 a day.

<sup>11</sup> Prevailing rate; no agreement establishing rates.

<sup>12</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

<sup>13</sup> When working on piece work, earnings range from \$3.20 to \$3.40 a day.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Metal Polishers, Buffers, and Platers—Con.</b>										
<i>Polishers—Con.</i>										
Orange, <sup>1</sup> . . . . .	$\left\{ \begin{array}{l} \$0.22\frac{1}{2} \\ .27\frac{1}{2} \end{array} \right\}$	—	—	—	—	9	9	54	—	
Springfield, . . . . .	.50	—	<sup>2</sup> \$24.00	1½ T.	2 T.	<sup>3</sup> 8¾	4¼	<sup>3</sup> 48	<sup>3</sup> 12	
Taunton, . . . . .	—	\$4.50	27.00	1½ T.	2 T.	9	9	54	—	
Westfield, . . . . .	.46	—	—	1½ T.	2 T.	9	9	54	3	
Worcester, . . . . .	—	3.25	—	1½ T.	—	10	5	55	12	
<b>Molders.</b>										
<i>Brass Molders.</i>										
Lawrence, . . . . .	—	3.75	22.50	1½ T.	2 T.	9½	6½	54	12	
Lowell, . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Orange, . . . . .	—	2.75	—	—	—	9	9	54	—	
Pittsfield, <sup>5</sup> . . . . .	—	<sup>5</sup> 3.00	16.50	1¼ T.	—	9	5	50	12	
Springfield, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
<i>Coremakers.</i>										
Boston, . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—	
Chicopee, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
Fall River (iron), . . . . .	—	3.25	19.50	1½ T.	—	9	9	54	—	
Fitchburg (iron), . . . . .	—	3.25	19.50	1½ T.	2 T.	9	9	54	—	
Franklin (iron), . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Franklin (iron, helpers), . . . . .	—	2.00	12.00	1½ T.	2 T.	9	9	54	—	
Greenfield, . . . . .	—	3.60	—	1½ T.	—	9	5	50	12	
Holyoke (iron), . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	—	3.75	22.50	1½ T.	2 T.	9½	6½	54	12	
Lowell, . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Newburyport (iron), . . . . .	—	—	22.50	1½ T.	2 T.	9½	6½	54	12	
Northampton, . . . . .	—	3.25	19.50	1½ T.	1½ T.	9	9	54	—	
Norwood, <sup>5</sup> . . . . .	—	<sup>5</sup> 3.50	21.00	—	—	9	9	54	—	
Orange, . . . . .	—	2.75	—	—	—	9	9	54	—	
Pittsfield, <sup>5</sup> . . . . .	—	<sup>5</sup> 3.00	16.50	1¼ T.	—	9	5	50	12	
Springfield, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
Taunton (iron), . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Waltham, . . . . .	—	3.75	22.50	1½ T.	2 T.	9	9	54	—	
Westfield, . . . . .	—	3.60	—	1½ T.	2 T.	10	10	60	3	
Worcester (iron), . . . . .	—	3.75	—	1½ T.	2 T.	9	9	54	—	
<i>Iron Molders.</i>										
Boston (bench, floor, and machine), . . . . .	—	4.00	—	1½ T.	2 T.	9	9	54	—	
Chicopee, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
Fall River, . . . . .	—	3.25	19.50	1½ T.	—	9	9	54	—	
Fitchburg, . . . . .	—	3.25	19.50	1½ T.	2 T.	9	9	54	—	
Franklin, . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Gardner, <sup>5</sup> . . . . .	—	<sup>5</sup> 3.25	—	—	—	9	9	54	3	
Greenfield, . . . . .	—	3.60	—	1½ T.	—	9	5	50	12	
Holyoke, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	—	3.75	22.50	1½ T.	2 T.	9½	6½	54	12	
Lowell, . . . . .	—	3.50	21.00	1½ T.	2 T.	9	9	54	—	
Newburyport, . . . . .	—	—	22.50	1½ T.	2 T.	9½	6½	54	12	
Northampton, . . . . .	—	3.50	21.00	1½ T.	1½ T.	9	9	54	—	
Norwood, <sup>5</sup> . . . . .	—	<sup>5</sup> 3.50	21.00	—	—	9	9	54	—	
Orange, . . . . .	—	2.75	—	—	—	9	9	54	—	

<sup>1</sup> Prevailing range of hourly rates; no agreement establishing rates. When working on piece work, earnings range from \$16 to \$19.50 weekly.

<sup>2</sup> Scale established by two concerns in October, 1915; average rate paid by other concerns, \$3 a day.

<sup>3</sup> Hours established by two concerns in October, 1915; work 50 and 54 hours a week in other shops.

<sup>4</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

<sup>5</sup> Prevailing rate; no agreement establishing a minimum.

<sup>6</sup> Alternate Saturdays off during 3 summer months; equivalent to half-holiday for 3 months.

<sup>7</sup> During 3 months, work 8 hours on Saturday between 5 A.M. and 1 P.M., 53 hours a week.

TABLE 5. METALS AND MACHINERY — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Molders — Con.</b>									
<i>Iron Molders — Con.</i>									
Pittsfield, <sup>1</sup>	-	<sup>1</sup> \$3.00	\$16.50	1½ T.	-	9	5	50	12
Springfield, . . . . .	\$0.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Taunton, . . . . .	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Waltham, . . . . .	-	3.75	22.50	1½ T.	2 T.	9	9	54	-
Westfield, . . . . .	-	3.60	-	1½ T.	2 T.	10	10	60	<sup>2</sup> 3
Worcester, . . . . .	-	3.75	-	1½ T.	2 T.	9	9	54	-
<i>Molders' Helpers.</i>									
Norwood (iron), <sup>1</sup>	-	<sup>1</sup> 2.00	12.00	-	-	9	9	54	-
Orange (iron), . . . . .	-	2.00	-	-	-	9	9	54	-
<i>Molding Machine Operators.</i>									
Lawrence, . . . . .	-	2.75	16.50	1½ T.	2 T.	9½	6½	54	12
Pittsfield, <sup>1</sup>	-	<sup>1</sup> 3.00	16.50	1½ T.	-	9	5	50	12
Springfield, . . . . .	.40	3.60	21.60	1½ T.	2 T.	9	9	54	-
Taunton, . . . . .	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
<i>Snaggers.</i>									
Franklin, . . . . .	-	2.00	12.00	1½ T.	2 T.	9	9	54	-
Norwood, <sup>1</sup>	-	<sup>1</sup> 2.00	12.00	-	-	9	9	54	-
<b>Pattern Makers.</b>									
Pittsfield, <sup>3</sup>	{ <sup>3</sup> .26½ } .37	-	-	1½ T.	-	9½	5	52½	12
Springfield, . . . . .	-	4.00	-	-	2 T. {	8-9	8-9	48-54	5-
Taunton, . . . . .	.40	-	-	1½ T.	2 T. {	8-9	4-4½	44-49½	12
<b>Sheet Metal Workers.</b>									
Springfield:									
Bench workers, . . . . .	-	{ <sup>3</sup> 2.00-3.00 }	-	1½ T.	2 T.	8½	4½	48	12
Bumpers, . . . . .	-	{ <sup>3</sup> 4.00-4.50 }	-	1½ T.	2 T.	8½	4½	48	12
Fender men, . . . . .	-	{ <sup>3</sup> 2.50-3.25 }	-	1½ T.	2 T.	8½	4½	48	12
Finishers, . . . . .	-	<sup>1</sup> 3.50	-	1½ T.	2 T.	8½	4½	48	12
Pressmen, . . . . .	-	<sup>1</sup> 2.50	-	1½ T.	2 T.	8½	4½	48	12
Tinsmiths, . . . . .	-	{ <sup>3</sup> 2.75-3.50 }	-	1½ T.	2 T.	8½	4½	48	12
<b>Stove Mounters.</b>									
Watertown, . . . . .	.33½	3.00	18.00	-	-	9	9	54	-
<b>Toolmakers.</b>									
Springfield, <sup>1</sup>	1.54	-	-	1½ T.	2 T.	8½	4½	48	12

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Alternate Saturdays off during 3 summer months; equivalent to half-holiday for 3 months.<sup>3</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>4</sup> Before 10 p.m., time and one-half; after 10 p.m., double time.<sup>5</sup> Job shops generally and some corporation shops have established the 8-hour day; in a few corporation shops hours are 9 a day; in 3 establishments the 8-hour day became effective November 1, 1916, where 8½ hours had been in effect during September and October; in some instances Saturday half-holiday is granted.

TABLE 6. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Paper Makers.</b>									
<i>Backtenders.</i>									
Fitchburg, <sup>2</sup>	-	2 \$2.47½	\$14.85	Reg.	-	8	8	48	-
Holyoke:									
Coarse mill,	\$0.34¾	-	16.50	-	2 T.	8	8	48	-
Fine mill,	.31¼	-	15.00	-	2 T.	8	8	48	-
Large machine,	.37½	-	18.00	-	2 T.	8	8	48	-
Small machine,	.34¾	-	16.50	-	2 T.	8	8	48	-
Lee,	.25	2.00	12.00	-	2 T.	8	8	48	-
Montague (Union A, coarse mill),	.35	2.80	16.80	Reg.	Reg.	8	8	48	-
West Springfield, <sup>2</sup>	-	2 2.50	15.00	Reg.	-	8	8	48	-
<i>Beatermen.</i>									
Fitchburg,	-	{ 2.31 2.44 }	{ 13.86 14.65 }	Reg.	-	8	8	48	-
Holyoke,	.467½	-	22.50	-	2 T.	8	8	48	-
Lee,	.34¾	2.75	16.50	-	2 T.	8	8	48	-
Montague (Union A),	.39	3.12	18.72	Reg.	Reg.	8	8	48	-
Montague (Union B), <sup>2</sup>	2.41¼	3.30	19.80	1½ T.	1½ T.	8	8	48	-
West Springfield, <sup>2</sup>	-	2 3.75	22.50	Reg.	-	8	8	48	-
<i>Beatermen's Helpers.</i>									
Fitchburg,	-	{ 1.92½ 2.09 }	{ 11.55 12.54 }	Reg.	-	8	8	48	-
Holyoke,	.28½	-	13.50	-	2 T.	8	8	48	-
Lee,	-	-	10.00	-	2 T.	8	8	48	-
West Springfield, <sup>2</sup>	-	2 2.25	13.50	Reg.	-	8	8	48	-
<i>Calendermen.</i>									
Fitchburg,	-	{ 2.31 2.47½ }	{ 13.86 14.85 }	Reg.	-	8	8	48	-
Fitchburg (helpers), <sup>2</sup>	-	2 1.76	10.56	Reg.	-	8	8	48	-
<i>Counters.</i>									
Fitchburg, <sup>2</sup>	-	2 2.42	14.52	Reg.	-	9	9	54	-
<i>Cutters, Paper.</i>									
Fitchburg, <sup>2</sup>	-	2 1.76	10.56	Reg.	-	8	8	48	-
Fitchburg (helpers), <sup>2</sup>	-	2 1.37½	8.25	Reg.	-	8	8	48	-
<i>Finishers.</i>									
Fitchburg,	-	{ 2.42 2.86 }	{ 14.52 17.16 }	Reg.	-	9	9	54	-
<i>Fourth Hands.</i>									
Holyoke,	.28½	-	13.50	-	2 T.	8	8	48	-
Montague (Union A, large machine),	.28	2.24	13.44	Reg.	Reg.	8	8	48	-
<i>Machine Tenders.</i>									
Fitchburg,	-	{ 3.57½ 3.75 }	{ 21.45 22.50 }	Reg.	-	8	8	48	-
Holyoke:									
Coarse machine,	.50	-	24.00	-	2 T.	8	8	48	-
Fine machine,	.467½	-	22.50	-	2 T.	8	8	48	-
Large machine,	.50	-	24.00	-	2 T.	8	8	48	-
Small machine,	.467½	-	22.50	-	2 T.	8	8	48	-
Lee,	.40¾	3.25	19.50	-	2 T.	8	8	48	-
Montague (Union A, large machine),	.52	4.16	24.96	Reg.	Reg.	8	8	48	-

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Prevailing rate; no agreement establishing a minimum.<sup>3</sup> Prevailing rates in different establishments; no agreement establishing a minimum.

TABLE 6. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Paper Makers — Con.</b>									
<i>Machine Tenders — Con.</i>									
Montague (Union A, small machine), . . . . .	\$0.49	\$3.92	\$23.52	Reg.	Reg.	8	8	48	-
Montague (Union B), <sup>1</sup> . . . . .	1.48 $\frac{1}{2}$	3.85	23.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
West Springfield, <sup>1</sup> . . . . .	-	13.75	22.50	Reg.	-	8	8	48	-
<i>Platers, Paper.</i>									
Holyoke (men), . . . . .	-	-	16.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	5	50	12
Holyoke (women), . . . . .	-	-	$\left\{ \begin{array}{l} 9.00 \\ 10.00 \end{array} \right.$	-	-	9	5	50	12
<i>Size Makers.</i>									
West Springfield, <sup>1</sup> . . . . .	-	12.75	16.50	Reg.	-	8	8	48	-
<i>Sorters, Paper.</i>									
Fitchburg (men), <sup>1</sup> . . . . .	-	11.32	7.92	Reg.	-	9	9	54	-
<i>Third Hands.</i>									
Fitchburg, <sup>1</sup> . . . . .	-	11.92 $\frac{1}{2}$	11.55	Reg.	-	8	8	48	-
Holyoke (large machine), . . . . .	.31 $\frac{1}{4}$	-	15.00	-	2 T.	8	8	48	-
Holyoke (small machine), . . . . .	.28 $\frac{1}{2}$	-	-	-	2 T.	8	8	48	-
Lee, . . . . .	-	-	11.00	-	2 T.	8	8	48	-
Montague (Union A, large machine), . . . . .	.34	2.72	16.32	Reg.	Reg.	8	8	48	-
Montague (Union A, small machine), . . . . .	.30	2.40	14.40	Reg.	Reg.	8	8	48	-
<i>Washermen.</i>									
Fitchburg, <sup>1</sup> . . . . .	-	12.31	13.86	Reg.	-	8	8	48	-
Holyoke, . . . . .	.31 $\frac{1}{4}$	-	-	-	2 T.	8	8	48	-
Lee, . . . . .	-	2.25	13.50	-	2 T.	8	8	48	-
<b>Pulp, Sulphite, and Paper Mill Workers.</b>									
Northampton: <sup>1</sup>									
Acid makers, . . . . .	-	12.20	13.20	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Barkers, . . . . .	-	11.80	10.80	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Bleachers, . . . . .	-	12.00	12.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Blow-pit men, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Carrier men, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Chipper men, . . . . .	-	11.80	10.80	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Coal handlers, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Cooks, . . . . .	-	12.70	16.20	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Cooks' helpers, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Lime mixers, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Oilers, . . . . .	-	12.00	12.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Pressmen, head, . . . . .	-	12.20	13.20	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Pressmen, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Screen men, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Splitter men, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Steamfitters (assistant), . . . . .	-	12.50	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Steamfitters' (foremen), . . . . .	-	13.00	18.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Steamfitters' helpers, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Teamsters, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Weighers, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Wood loaders, . . . . .	-	11.75	10.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Wood room foremen, . . . . .	-	13.00	18.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Yardmen, . . . . .	-	11.85	11.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Minimum rates in different establishments.



TABLE 7. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Bookbinders.</b>										
<i>Backing Machine Operators.</i>										
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
<i>Banders, Head, and Liners.<sup>2</sup></i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Banders, Head (Women).</i>										
Boston, . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Board Cutters.</i>										
Boston, . . . . .	-	-	19.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	18.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	18.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Bookbinders, General (Women).</i>										
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	10.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Book Pastors.</i>										
Norwood, . . . . .	-	-	18.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Book Repairers.</i>										
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge (women), . . . . .	-	-	10.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Book Trimmers.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
<i>Bundle Machine Operators.</i>										
Cambridge, . . . . .	-	-	19.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Casers-in, Hand.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Casers-in, Machine.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Case or Cover Makers, Hand.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	
<i>Case or Cover Makers, Head (Women).</i>										
Boston, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Cambridge, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12	
Norwood, . . . . .	.19	-	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12	

<sup>1</sup> For explanation of symbols, see note 1 on page 8.<sup>2</sup> Hand work; same work on machine is done by book lining machine operators.<sup>3</sup> Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Bookbinders — Con.</b>										
<i>Case or Cover Makers, Machine.</i>										
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (Sheridan), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (Sheridan), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Cover Counters.</i>										
Cambridge (women), . . . . .	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Cutting Machine Operators.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Examiners, Bad Sheets.</i>										
Cambridge (women), . . . . .	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Examiners, Books.</i>										
Cambridge (women), . . . . .	-	-	11.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Finishers.</i>										
Boston, . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Floormen.</i>										
Cambridge, . . . . .	-	-	15.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Folding Machine Operators.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Folding Machine Operators, End Paper (Women).</i>										
Boston, . . . . .	\$0.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
<i>Forwarders.</i>										
Boston (extra blank), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (printed book), . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
Boston (stock blank), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (printed book), . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gathering Machine Operators.</i>										
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gilders.</i>										
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gluing-off Machine Operators.</i>										
Boston, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Gold Layers (Women).</i>										
Boston, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge, . . . . .	-	-	11.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood, . . . . .	.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12	

<sup>1</sup> Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Bookbinders — Con.</b>									
<i>Gold Leaf Laying Machine Operators (Women).</i>									
Boston, . . . . .	\$0.21	—	\$10.08	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	.21	—	10.08	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	.21	—	10.08	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Leather Back Gluers.</i>									
Cambridge (women), . . . .	—	—	12.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
<i>Pagers and Numberers (Women).</i>									
Boston, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Pasting Machine Operators, End Blank (Women).</i>									
Boston, . . . . .	.21	—	10.08	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	.21	—	10.08	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	.21	—	10.08	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Pressmen.<sup>2</sup></i>									
Cambridge, . . . . .	—	—	17.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	—	—	16.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Rounders and Backers.<sup>3</sup></i>									
Boston, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Sewers, Hand (Women).</i>									
Boston, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Sheet Stock Cutters.</i>									
Boston, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	—	—	21.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
<i>Sheet Stock Handlers.</i>									
Cambridge, . . . . .	—	—	18.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	—	—	18.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Smashers and Sawyers.</i>									
Cambridge (smashers), . . .	—	—	19.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	—	—	19.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Stampers and Inkers.</i>									
Boston, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12
<i>Stock Cutters.</i>									
Cambridge, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
<i>Tape Sewing Machine Operators.</i>									
Cambridge, . . . . .	—	—	22.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
<i>Tape Sewing Machine Operators (Women).</i>									
Boston, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Cambridge, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Norwood, . . . . .	.19	—	9.12	1½ T.	2 T.	8 <sup>3</sup> / <sub>4</sub>	4 <sup>1</sup> / <sub>4</sub>	48	12

<sup>1</sup> Minimum rate established by one concern.<sup>2</sup> Casers-in on presses and pressers are same as pressmen.<sup>3</sup> Hand work; same work on machine is done by backing machine operators.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Bookbinders — Con.</b>										
<i>Trimmer Operators.</i>										
Cambridge (continuous),	-	-	\$24.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant, continuous),	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood (continuous),	-	-	24.00	1½ T.	2 T.	8¾	4¾	48	12	
<b>Compositors.</b>										
<i>Admen.<sup>1</sup></i>										
Brockton (newspaper), <sup>2</sup>	-	\$3.75	22.50	3 -	2 T.	8	8	48	-	
Fitchburg (newspaper, day), <sup>4</sup>	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (newspaper, night), <sup>4</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper), <sup>5</sup>	-	-	18.00	1½ T.	2 T.	8	8	48	8 -	
Leominster (newspaper, day), <sup>4</sup>	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), <sup>4</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), <sup>2</sup>	-	-	23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night), <sup>2</sup>	-	-	26.00	1½ T.	2 T.	7	6	41	-	
Newburyport (newspaper), <sup>4</sup>	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Springfield (newspaper, day), <sup>7</sup>	-	-	21.50	8 -	8 -	8	8	48	-	
Springfield (newspaper, night), <sup>7</sup>	-	-	25.00	8 -	8 -	8	8	48	-	
Worcester (newspaper, day), <sup>9</sup>	-	-	23.00	1¾ T.	10 -	8	8	48	-	
Worcester (newspaper, night), <sup>9</sup>	-	-	26.00	1¾ T.	10 -	8	8	48	-	
<i>Apprentices.</i>										
Boston (newspaper):										
Third year, day,	-	-	15.00	-	-	7	7	42	-	
Third year, night,	-	-	16.00	-	-	7	7	42	-	
Fourth year, day,	-	-	18.00	-	-	7	7	42	-	
Fourth year, night,	-	-	19.00	-	-	7	7	42	-	
Fifth year, day,	-	-	21.00	-	-	7	7	42	-	
Fifth year, night,	-	-	22.00	-	-	7	7	42	-	
Boston (book and job):										
Third year (first six months),	-	-	10.00	-	-	8	8	48	11 -	
Third year (second six months),	-	-	11.00	-	-	8	8	48	11 -	
Fourth year (first six months),	-	-	12.00	-	-	8	8	48	11 -	
Fourth year (second six months),	-	-	14.00	-	-	8	8	48	11 -	
Fifth year (first six months),	-	-	16.00	-	-	8	8	48	11 -	
Fifth year (second six months),	-	-	18.00	-	-	8	8	48	11 -	
Brockton (newspaper, fourth year),	-	2.50	15.00	-	-	8	8	48	-	
Brockton (book and job, fourth year),	-	-	12.66	-	-	8¾	4¾	48	12	

<sup>1</sup> See also notes under Newspaper Compositors on page 58.<sup>2</sup> Bankmen, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.<sup>3</sup> Before midnight time and one-half; after midnight double time.<sup>4</sup> All newspaper floormen receive same rate of wages and work same hours.<sup>5</sup> Bankmen and copy cutters receive same rate of wages and work same hours.<sup>6</sup> In some cases do not work on Monday; make up time on the other 5 days.<sup>7</sup> Floormen, casters, monotype operators, proof-readers, and make-ups receive same rate of wages and work same hours.<sup>8</sup> Regular rate plus 10 cents an hour.<sup>9</sup> Bankmen, foremen, machinists, copy cutters, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.<sup>10</sup> Time and one-third, except double time on Sundays.<sup>11</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Compositors — Con.</b>										
<i>Apprentices — Con.</i>										
Fall River (newspaper, day):										
Third year, . . . . .	-	-	\$9.00	1 -	2 T.	8	8	48	-	
Fourth year, . . . . .	-	-	12.00	1 -	2 T.	8	8	48	-	
Fifth year, . . . . .	-	-	15.00	1 -	2 T.	8	8	48	-	
Haverhill (book and job):										
First year, . . . . .	-	-	6.00	1½ T.	2 T.	2 8	8	48	2 -	
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	2 8	8	48	2 -	
Third year, . . . . .	-	-	11.00	1½ T.	2 T.	2 8	8	48	2 -	
Fourth year, . . . . .	-	-	13.00	1½ T.	2 T.	2 8	8	48	2 -	
Holyoke (book and job),	-	-	12.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper), .	-	-	13.00	1½ T.	2 T.	8	8	48	-	
Lowell (third year):										
Book and job, . . . . .	-	-	7.00	4 -	2 T.	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	7.00	1½ T.	2 T.	8	8	48	-	
Newspaper, night, . . .	-	-	8.00	1½ T.	2 T.	8	8	48	-	
Lowell (fourth year):										
Book and job, . . . . .	-	-	12.00	4 -	2 T.	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	12.00	1½ T.	2 T.	8	8	48	-	
Newspaper, night, . . .	-	-	14.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper):										
First year, . . . . .	-	-	6.00	1½ T.	2 T.	7	6	41	-	
Second year, . . . . .	-	-	7.00	1½ T.	2 T.	7	6	41	-	
Third year, . . . . .	-	-	9.00	1½ T.	2 T.	7	6	41	-	
Fourth year, . . . . .	-	-	12.00	1½ T.	2 T.	7	6	41	-	
Fifth year, . . . . .	-	-	15.00	1½ T.	2 T.	7	6	41	-	
Springfield (third year):										
Book and job, . . . . .	-	-	8.00	-	-	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	8.00	-	-	8	8	48	-	
Newspaper, night, . . .	-	-	9.00	-	-	8	8	48	-	
Springfield (fourth year):										
Book and job, . . . . .	-	-	11.00	-	-	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	11.00	-	-	8	8	48	-	
Newspaper, night, . . .	-	-	12.00	-	-	8	8	48	-	
Springfield (fifth year):										
Book and job, . . . . .	-	-	15.00	-	-	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	15.00	-	-	8	8	48	-	
Newspaper, night, . . .	-	-	16.00	-	-	8	8	48	-	
Taunton (newspaper):										
First year, . . . . .	-	-	4.00	1½ T.	2 T.	8	6	46	6 12	
Second year, . . . . .	-	-	6.00	1½ T.	2 T.	8	6	46	5 12	
Third year, . . . . .	-	-	8.00	1½ T.	2 T.	8	6	46	6 12	
Fourth year, . . . . .	-	-	12.00	1½ T.	2 T.	8	6	46	5 12	
Worcester (newspaper, day or night):										
After two years, . . . .	-	-	9.00	1½ T.	6 -	8	8	48	-	
After two years, six months,	-	-	12.00	1½ T.	6 -	8	8	48	-	
After three years, . . . .	-	-	15.00	1½ T.	6 -	8	8	48	-	
After three years, six months,	-	-	18.00	1½ T.	6 -	8	8	48	-	
After four years, . . . .	-	-	19.50	1½ T.	6 -	8	8	48	-	
After four years, six months,	-	-	21.00	1½ T.	6 -	8	8	48	-	
Machine operators, first three months, . . . . .	-	-	15.00	1½ T.	6 -	8	8	48	-	
Machine operators, second three months, . . . . .	-	-	18.00	1½ T.	6 -	8	8	48	-	
<i>Bankmen.<sup>7</sup></i>										

<sup>1</sup> Time and one-half for first 6 hours; double time thereafter.<sup>2</sup> In some cases do not work on Monday; make up time on the other 5 days.<sup>3</sup> Rate during last 6 months of apprenticeship.<sup>4</sup> Before midnight time and one-half; after midnight double time.<sup>5</sup> Work short day (6 hours) on Saturday.<sup>6</sup> Time and one-third, except double time on Sundays.<sup>7</sup> See notes under Admen on page 54 and under Newspaper Compositors on page 58.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
Compositors — Con.										
Book and Job Compositors.										
Boston (day), <sup>1</sup>	-	-	\$22.00	2 -	2 T.	8	8	48	3 -	
Boston (night), <sup>1</sup>	-	-	26.50	4 -	4 -	-	-	42	-	
Brockton (day), <sup>1</sup>	-	-	19.00	2 -	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Fall River (day),	-	-	17.00	-	-	8	8	48	3 -	
Fitchburg (day),	-	-	18.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Framingham (day),	-	-	19.00	1 $\frac{1}{2}$ T.	-	5 8 $\frac{3}{4}$	5 7 $\frac{1}{4}$	51	5 7	
Greenfield (day),	-	-	14.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Haverhill (day), <sup>1</sup>	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Holyoke, <sup>1</sup>	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	3 $\frac{3}{4}$	48	12	
Hudson,	\$0.35	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8 $\frac{1}{2}$	4 $\frac{1}{2}$	47	12	
Lawrence (day), <sup>7</sup>	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Leominster (day),	-	-	18.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Lowell (day), <sup>7</sup>	-	-	19.00	2 -	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Lynn (day),	-	-	20.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Marlborough (day),	.35	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8 $\frac{1}{2}$	4 $\frac{1}{2}$	47	12	
New Bedford, <sup>7</sup>	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	{ 8	8	48 }	8 -	
Newburyport,	-	-	14.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	-	
North Adams (day), <sup>9</sup>	-	-	17.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Northampton, <sup>7</sup>	-	-	15.00	1 $\frac{1}{2}$ T.	2 T.	10 8 $\frac{1}{2}$	5	48	12	
Pittsfield (day), <sup>7</sup>	-	-	16.00	1 $\frac{1}{2}$ T.	2 T.	11 -	12 6 $\frac{1}{2}$	48	12 12	
Springfield (day), <sup>13</sup>	-	-	20.00	2 -	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Taunton (day),	-	-	15.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	14 4	
Worcester (day),	-	-	16.50	1 $\frac{1}{2}$ T.	{ 1 $\frac{1}{2}$ T. 2 T. }	8	8	48	-	
Copy Cutters. <sup>15</sup>										
Foremen.										
Boston (newspaper, day), <sup>16</sup>	16.63	\$4.41	26.46	16\$0.82	17\$0.82	7	7	42	-	
Brockton (book and job),	-	3.50	21.00	2 -	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Fall River (book and job, day),	-	-	19.00	-	-	8	8	48	3 -	
Fall River (newspaper, day),	-	-	25.00	18 -	2 T.	8	8	48	-	
Fitchburg (newspaper, day),	-	-	21.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Leominster (newspaper, day),	-	-	21.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	

<sup>1</sup> Same rates of wages and same hours apply to all journeymen employed in composing room except linotype machine operators and machine tenders.

<sup>2</sup> Before midnight time and one-half; after midnight double time.

<sup>3</sup> In some cases have Saturday half-holiday and work not more than 8 $\frac{3}{4}$  hours on first 5 days of week.

<sup>4</sup> Time and one-half for first 5 hours; double time thereafter.

<sup>5</sup> During 7 months work 9 $\frac{1}{2}$  hours on 5 days and 4 $\frac{1}{2}$  hours on Saturday.

<sup>6</sup> In some cases do not work on Monday; make up time on the other 5 days.

<sup>7</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>8</sup> In some cases have Saturday half-holiday during entire year; in others, during 4 months, when 8 $\frac{1}{2}$  hours is worked on first 5 days of week.

<sup>9</sup> Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

<sup>10</sup> One day, 9 hours.

<sup>11</sup> Work 8 hours on 3 days, 8 $\frac{1}{2}$  hours one day, and 9 hours one day.

<sup>12</sup> Work shorter day (6 $\frac{1}{2}$  hours) on Saturday during entire year.

<sup>13</sup> Stone men and proof-readers receive same rate of wages and work same hours.

<sup>14</sup> During 4 months work 8 $\frac{3}{4}$  hours on 5 days and 4 $\frac{1}{4}$  hours on Saturday.

<sup>15</sup> See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 58.

<sup>16</sup> On November 16, 1916, rate was increased to 68 cents, and the overtime rate to 87 cents.

<sup>17</sup> Double time for Sunday, when preceded or followed by a night's work.

<sup>18</sup> Time and one-half for first 6 hours; double time thereafter.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Compositors — Con.</b>										
<i>Foremen — Con.</i>										
Lynn (newspaper, day),	-	-	\$25.00	1½ T.	2 T.	7	6	41	-	
New Bedford (book and job, day),	-	-	20.00	1½ T.	2 T.	{ 8 8½	8 5½	48 48	} 1 -	
New Bedford (newspaper, day),	-	-	23.00	1½ T.	2 T.	8	8	48		
New Bedford (newspaper, night),	-	-	25.00	1½ T.	2 T.	8	8	48	-	
Taunton (newspaper, day),	-	-	22.00	1½ T.	2 T.	8	6	46	2 12	
<i>Machine Operators, Linotype.<sup>3</sup></i>										
Boston (book and job):										
Operators, day,	-	-	24.00	4 -	2 T.	8	8	48	5 -	
Operators, night,	-	-	26.50	6 -	6 -	-	-	42	-	
Apprentices (first ten weeks),	-	-	15.00	-	-	8	8	48	6 -	
Apprentices (next five weeks),	-	-	18.00	-	-	8	8	48	5 -	
Fall River (day),	-	-	22.00	7 -	2 T.	8	8	48	-	
Fall River (night),	-	-	25.00	7 -	2 T.	7	7	42	-	
Fitchburg (newspaper, day), <sup>5</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (newspaper, night), <sup>8</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper), <sup>8</sup>	-	-	20.00	1½ T.	2 T.	9 8	8	48	9 -	
Holyoke (book and job), <sup>10</sup>	-	-	21.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper, day), <sup>10</sup>	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Leominster (newspaper, day), <sup>8</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), <sup>8</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), <sup>11</sup>	-	-	23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night),	-	-	26.00	1½ T.	2 T.	7	6	41	-	
Newburyport (day),	-	-	16.00	1½ T.	2 T.	8	8	48	-	
Newburyport (night),	-	-	18.00	1½ T.	2 T.	8	8	48	-	
North Adams (day),	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Pittsfield, <sup>11</sup>	-	-	16.00	1½ T.	2 T.	12 -	13 6½	48	13 -	
Springfield:										
Book and job, day,	-	-	21.50	4 -	2 T.	8¾	4¼	48	12	
Newspaper, day,	-	-	21.50	1½ T.	1½ T.	-	-	45	-	
Newspaper, night,	-	-	25.00	1½ T.	1½ T.	-	-	45	-	
Apprentices, newspaper, first sixteen weeks, <sup>14</sup>	-	-	15.00	1½ T.	1½ T.	-	-	14 45	-	
Taunton (newspaper, day), <sup>11</sup>	-	-	21.00	1½ T.	2 T.	8	6	46	2 12	
<i>Machine Operators, Monotype.<sup>15</sup></i>										

<sup>1</sup> In some cases have Saturday half-holiday during entire year; in others, during 4 months, when 8½ hours are worked on first 5 days of week.

<sup>2</sup> Work short day (6 hours) on Saturday.

<sup>3</sup> See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 58.

<sup>4</sup> Before midnight, time and one-half; after midnight, double time.

<sup>5</sup> In some cases have Saturday half-holiday, and work not more than 8¾ hours on first 5 days of week.

<sup>6</sup> Time and one-half for first 5 hours; double time thereafter.

<sup>7</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>8</sup> Machinists receive same rate of wages and work same hours.

<sup>9</sup> In some cases do not work on Monday; make up time on the other 5 days.

<sup>10</sup> Machinists and monotype operators receive same rate of wages and work same hours.

<sup>11</sup> Monotype operators receive same rate of wages and work same hours.

<sup>12</sup> Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

<sup>13</sup> Work shorter day (6½ hours) on Saturday during entire year.

<sup>14</sup> Apprentices working on monotype machines receive same rate of wages, but work 48 hours a week.

<sup>15</sup> See notes under Admen on p. 54; Book and Job Compositors on p. 56; Linotype Operators on p. 57; and Newspaper Compositors on p. 58.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Compositors — Con.										
Machinists. <sup>1</sup>										
Boston (linotype, book and job, day),	-	-	\$24.00	2-	2 T.	8	8	48	3-	
Brockton (newspaper),	-	-	25.00	2-	2 T.	8	8	48	-	
Holyoke (newspaper, day),	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper, day),	-	-	23.50	1½ T.	2 T.	7	6	41	-	
Springfield (book and job, day),	-	-	25.00	2-	2 T.	8¾	4¼	48	12	
Springfield (assistant, book and job, day),	-	-	22.00	2-	2 T.	8¾	4¼	48	12	
Springfield (newspaper, day),	-	-	25.00	1½ T.	1½ T.	8	8	48	-	
Springfield (assistant, newspaper, day),	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Springfield (newspaper, night),	-	-	27.00	1½ T.	1½ T.	8	8	48	-	
Springfield (assistant, newspaper, night),	-	-	25.00	1½ T.	1½ T.	8	8	48	-	
Taunton (newspaper, day),	-	-	23.00	1½ T.	2 T.	8	6	46	4 12	
Worcester (assistant, after two years),	-	-	19.50	1½ T.	5-	8	8	48	-	
Make-ups or Stone Men. <sup>1</sup>										
Newspaper Compositors.										
Boston (day), <sup>6</sup>	7 \$0.63	\$4.41	26.46	7 \$0.82	8 \$0.82	7	7	42	-	
Boston (night), <sup>6</sup>	9.67	4.69	28.14	9.87	8.87	7	7	42	-	
Fall River (day), <sup>10</sup>	-	-	21.00	11-	2 T.	8	8	48	-	
Fall River (night), <sup>10</sup>	-	-	24.00	11-	2 T.	7	7	42	-	
Holyoke, <sup>12</sup>	-	-	19.50	1½ T.	2 T.	8	8	48	-	
Lawrence (day), <sup>13</sup>	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Lowell (day), <sup>13</sup>	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Lowell (night), <sup>13</sup>	-	-	24.00	1½ T.	2 T.	8	8	48	-	
New Bedford (day), <sup>14</sup>	-	-	21.00	1½ T.	2 T.	8	8	48	-	
New Bedford (night), <sup>14</sup>	-	-	22.00	1½ T.	2 T.	8	8	48	-	
North Adams (day), <sup>15</sup>	-	-	17.00	1½ T.	2 T.	8	8	48	-	
Northampton, <sup>13</sup>	-	-	16.50	1½ T.	2 T.	8	8	48	-	
Pittsfield (day), <sup>13</sup>	-	-	16.00	1½ T.	2 T.	16-	17 6½	48	17-	
Taunton, <sup>18</sup>	-	-	18.00	1½ T.	2 T.	8	6	46	4 12	
Proof-readers. <sup>1</sup>										

<sup>1</sup> See notes under Admen on p. 54; Book Compositors on p. 56; and Newspaper Compositors on p. 53.

<sup>2</sup> Before midnight, time and one-half; after midnight, double time.

<sup>3</sup> In some cases have Saturday half-holiday, and work not more than 8¾ hours on first 5 days of week.

<sup>4</sup> Work short day (6 hours) on Saturday.

<sup>5</sup> Time and one-third, except double time on Sundays.

<sup>6</sup> Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof-readers receive same rate of wages and work same hours.

<sup>7</sup> On November 16, 1916, rate was increased to 68 cents and the overtime rate to 87 cents.

<sup>8</sup> Double time for Sunday, when preceded or followed by a night's work.

<sup>9</sup> On November 16, 1916, rate was increased to 72 cents and the overtime rate to 92 cents.

<sup>10</sup> Admen, bankmen, and make-ups receive same rate of wages and work same hours.

<sup>11</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>12</sup> Admen and make-ups receive same rate of wages and work same hours.

<sup>13</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>14</sup> Admen, bankmen, linotype machine operators, machinists, and make-ups receive same rate of wages and work same hours.

<sup>15</sup> Monotype machine operators and make-ups receive same rate of wages and work same hours.

<sup>16</sup> Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

<sup>17</sup> Work shorter day (6½ hours) on Saturday during entire year.

<sup>18</sup> Admen receive same rate of wages and work same hours.



TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
<b>Electrotypers.</b>										
<i>Backers-up.</i>										
Boston, . . . . .	-	-	\$20.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Battery-men.</i>										
Boston, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Bench Hands.</i>										
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Builders.</i>										
Boston, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Casters.</i>										
Boston, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Finishers.</i>										
Boston, . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	1 8¾	4	48	12	
<i>Finishers' Helpers.</i>										
Boston, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12	
<i>Molders.</i>										
Boston, . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	1 8¾	4	48	12	
<b>Lithographers.</b>										
<i>Pressmen.</i>										
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield (large presses), . . . . .	-	-	27.00	1½ T.	2 T.	8¾	4¾	48	12	
Springfield (other presses), . . . . .	-	-	20.00 23.00 25.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Transfer Men.</i>										
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
<b>Mailers.</b>										
Boston (day), . . . . .	-	\$3 33⅓	-	\$0.60	2 T.	8	8	3 54	-	
Boston (night), . . . . .	-	3 33⅓	-	.60	2 T.	7	7	3 48	-	
Boston (apprentices):										
First year, . . . . .	-	-	8.00	-	-	8	8	3 54	-	
Second year, . . . . .	-	-	10.00	-	-	8	8	3 54	-	
Third year, . . . . .	-	-	12.00	-	-	8	8	3 54	-	
Fourth year, . . . . .	-	-	15.00	-	-	8	8	3 54	-	
<b>News Writers.</b>										
Boston (writing labor news), . . . . .	-	-	21.00	-	-	-	-	-	-	
<b>Photo-Engravers.</b>										
Boston:										
Commercial (day), <sup>4</sup> . . . . .	-	-	21.00	1½ T.	2 T.	8½	4	48	12	
Newspaper (day), <sup>5</sup> . . . . .	-	-	27.00	1½ T.	Reg.	8	8	48	-	

<sup>1</sup> One day, 9 hours.<sup>2</sup> Each rate is a minimum rate according to style of press used.<sup>3</sup> Work 6 hours on Sunday.<sup>4</sup> Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.<sup>5</sup> Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
<b>Photo-Engravers — Con.</b>										
<b>Boston — Con.</b>										
Newspaper (night), <sup>1</sup>	-	-	\$30.00	1½ T.	Reg.	8	8	48	-	
Newspaper, color film layers,	-	-	35.00	1½ T.	Reg.	8	8	48	-	
Springfield, <sup>2</sup>	-	-	25.00	1½ T.	2 T.	3 9	4	48	12	
Worcester (half tone and line men),	-	-	21.00	1½ T.	1½ T.	8¾	4¼	48	12	
<b>Press Feeders.</b>										
<b>Boston:</b>										
Assistants on one automatic feeding machine,	-	-	16.00	4 -	2 T.	8¾	4¼	48	12	
Assistants on two automatic feeding machines,	-	-	17.00	4 -	2 T.	8¾	4¼	48	12	
Assistants on rotary and magazine presses,	-	-	17.00	4 -	2 T.	8¾	4¼	48	12	
Cylinder press feeders,	-	-	16.00	4 -	2 T.	8¾	4¼	48	12	
<b>Brockton:</b>										
Cylinder feeders on two-roller presses,	-	-	13.50	5 -	2 T.	8 -	8	48	6 -	
Cylinder feeders on four-roller presses,	-	-	15.00	5 -	2 T.	8	8	48	6 -	
Lowell (cylinder),	-	-	16.00	4 -	2 T.	8¾	4¼	48	12	
Worcester,	-	-	13.50	1½ T.	2 T.	7 8½	5¼	48	3 12	
<b>Printing Pressmen.</b>										
<i>Apprentices.</i>										
<b>Boston (web):</b>										
First year,	-	-	8.00	-	2 T.	7	7	42	-	
Second year,	-	-	10.00	-	2 T.	7	7	42	-	
Third year,	-	-	12.00	-	2 T.	7	7	42	-	
Fourth year,	-	-	15.00	-	2 T.	7	7	42	-	
<b>Fall River (web):<sup>3</sup></b>										
First year,	-	-	6.00	-	-	8	8	48	-	
Second year,	-	-	9.00	-	-	8	8	48	-	
Third year,	-	-	12.00	-	-	8	8	48	-	
Fourth year,	-	-	14.00	-	-	8	8	48	-	
After fourth year,	-	-	16.00	-	-	8	8	48	-	
<b>Lawrence (web):</b>										
First year,	-	-	7.00	-	-	8	8	48	-	
Second year,	-	-	9.00	-	-	8	8	48	-	
Third year,	-	-	10.00	-	-	8	8	48	-	
Fourth year,	-	-	11.00	-	-	8	8	48	-	
Fifth year,	-	-	15.00	-	-	8	8	48	-	
<b>Springfield (newspaper):</b>										
First two years, day,	-	\$1.50	-	4 -	1½ T.	8	8	48	-	
First two years, night,	-	1.50	-	1½ T.	1½ T.	7	8	43	-	
Third and fourth years, day,	-	2.00	-	4 -	1½ T.	8	8	48	-	
Third and fourth years, night,	-	2.00	-	1½ T.	1½ T.	7	8	43	-	
<b>Taunton (see Fall River).</b>										

<sup>1</sup> Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.<sup>2</sup> Same rate paid to photographers, etchers, finishers, proofers, and routers.<sup>3</sup> One day, 8 hours.<sup>4</sup> Before midnight, time and one-half; after midnight, double time.<sup>5</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>6</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.<sup>7</sup> One day, 8¾ hours.<sup>8</sup> In some cases the Saturday half-holiday is in effect during 3 months, when 8½ hours a day is worked on the first 4 days of the week, and 8¾ hours on Friday.<sup>9</sup> Same rates apply in Taunton.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Printing Pressmen — Con.</b>										
<i>Cylinder.</i>										
Boston, . . . . .	-	-	\$23.00	1 -	2 T.	-	-	48	2 -	
Brockton, . . . . .	-	-	21.00	3 -	2 T.	8	8	48	4 -	
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Lowell (commercial work and one color), . . . . .	-	-	21.00	1 -	2 T.	8¾	4¼	48	12	
Norwood, . . . . .	-	-	23.00	1 -	2 T.	8¾	4¼	48	12	
Worcester, . . . . .	-	-	18.00	1½ T.	2 T. {	8 8½	8 5¼	48	6 3 12	
<i>Job.</i>										
Boston, . . . . .	-	-	18.00	1 -	2 T.	-	-	48	2 -	
Brockton, . . . . .	-	-	18.00	3 -	2 T.	8	8	48	4 -	
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Lowell, . . . . .	-	-	17.00	1 -	2 T.	8¾	4¼	48	12	
Worcester, . . . . .	-	-	15.00	1½ T.	2 T. {	8 8½	8 5¼	48	6 3 12	
<i>Perfecting.</i>										
Boston, . . . . .	-	-	24.00	1 -	2 T.	-	-	48	2 -	
Norwood, . . . . .	-	-	24.00	1 -	2 T.	8¾	4¼	48	12	
<i>Web.</i>										
Boston, . . . . .	-	\$4.44	26.64	-	2 T.	7	7	42	-	
Boston (brakemen), . . . . .	-	4.17	25.02	-	2 T.	7	7	42	-	
Boston (journeymen), . . . . .	-	3.69	22.14	-	2 T.	7	7	42	-	
Fall River (3-deck press, daily), <sup>7</sup> . . . . .	-	-	25.00	-	-	8	8	48	-	
Fall River (3-deck press, daily and Sunday), <sup>7</sup> . . . . .	-	-	30.00	-	-	8	8	54	-	
Fall River (2-deck press, daily), <sup>7</sup> . . . . .	-	-	22.50	-	-	8	8	48	-	
Lawrence, . . . . .	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Lowell, . . . . .	-	-	21.00	1 -	2 T.	8¾	4¼	48	12	
Springfield (newspaper):										
Men in charge, day, . . . . .	-	4.50	-	1 -	2 T.	8	8	48	-	
Men in charge, night, . . . . .	-	4.50	-	1½ T.	2 T.	7	8	43	-	
First pressmen, day, . . . . .	-	3.00	-	1 -	2 T.	8	8	48	-	
First pressmen, night, . . . . .	-	3.50	-	1½ T.	2 T.	7	8	43	-	
Second pressmen, day, . . . . .	-	2.75	16.50	1 -	2 T.	8	8	48	-	
Second pressmen, night, . . . . .	-	3.00	-	1½ T.	2 T.	7	8	43	-	
All other pressmen, day, . . . . .	-	2.50	15.00	1 -	2 T.	8	8	48	-	
All other pressmen, night, . . . . .	-	2.75	-	1½ T.	2 T.	7	8	43	-	
Taunton (see Fall River).										
Worcester:										
Men in charge, day, . . . . .	-	-	27.00	1½ T.	1½ T.	8	8	48	-	
Men in charge, night, . . . . .	-	-	27.00	1½ T.	1½ T.	7	7	42	-	
Other pressmen, day, . . . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Other pressmen, night, . . . . .	-	-	21.00	1½ T.	1½ T.	7	7	42	-	

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.

<sup>2</sup> In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>4</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

<sup>5</sup> One day, 8¾ hours.

<sup>6</sup> In some cases the Saturday half-holiday is in effect during 3 months, when 8½ hours is worked on the first 4 days of the week, and 8¾ hours on Friday.

<sup>7</sup> Same rates apply in Taunton.

<sup>8</sup> Work 6 hours on Sunday.

TABLE 7. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Stereotypers.</b>										
<i>Apprentices.</i>										
Boston:										
First year, . . . . .	-	\$2.16 $\frac{2}{3}$	-	\$0.52	\$1.04	{ 6 7	6 7	1 36 42	}	-
Second year, . . . . .	-	2.41 $\frac{2}{3}$	-	.52	1.04	{ 6 7	6 7	1 36 42		-
Third year, . . . . .	-	2.66 $\frac{2}{3}$	-	.52	1.04	{ 6 7	6 7	1 36 42		-
Fourth year, . . . . .	-	3.16 $\frac{2}{3}$	-	.52	1.04	{ 6 7	6 7	1 36 42		-
Fifth year, . . . . .	-	3.66 $\frac{2}{3}$	-	.52	1.04	{ 6 7	6 7	1 36 42		-
Lawrence:										
First year, . . . . .	-	1.00	-	Reg.	Reg.	{ 8 8	8 8	48 48	}	-
Second year, . . . . .	-	1.50	-	Reg.	Reg.	{ 8 8	8 8	48 48		-
Third year, . . . . .	-	2.00	-	Reg.	Reg.	{ 8 8	8 8	48 48		-
Fourth year, . . . . .	-	2.50	-	Reg.	Reg.	{ 8 8	8 8	48 48		-
Fifth year, . . . . .	-	2.75	-	Reg.	Reg.	{ 8 8	8 8	48 48		-
Lowell:										
First year, . . . . .	-	1.00	-	Reg.	Reg.	{ 7 8	7 8	2 42 48	}	-
Second year, . . . . .	-	1.50	-	Reg.	Reg.	{ 7 8	7 8	2 42 48		-
Third year, . . . . .	-	1.75	-	Reg.	Reg.	{ 7 8	7 8	2 42 48		-
Fourth year, . . . . .	-	2.00	-	Reg.	Reg.	{ 7 8	7 8	2 42 48		-
Fifth year, . . . . .	-	2.50	-	Reg.	Reg.	{ 7 8	7 8	2 42 48		-
Springfield:										
First and second years, . .	-	1.50	-	3 -	3 -	{ 7 8	8 8	4 43 48	}	-
Third and fourth years, . .	-	2.00	-	3 -	3 -	{ 7 8	8 8	4 43 48		-
Fifth year, . . . . .	-	2.50	-	3 -	3 -	{ 7 8	8 8	4 43 48		-
<i>Stereotypers.</i>										
Boston, . . . . .	-	4.16 $\frac{2}{3}$	-	4.80	1.60	{ 6 7	6 7	1 36 42	}	-
Boston (assistant foremen), .	-	5.16 $\frac{2}{3}$	-	-	2 T.	{ 6 7	6 7	1 36 42		-
Lawrence, . . . . .	-	-	\$19.00	1 $\frac{1}{2}$ T.	2 T.	{ 7 8	7 8	42 48		-
Lowell, . . . . .	-	3.33 $\frac{1}{3}$	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	{ 7 8	7 8	2 42 48		-
Springfield (day), . . . . .	-	3.00	-	3 -	3 -	{ 8 8	8 8	48 48		-
Springfield (night), . . . .	-	3.50	-	3 -	3 -	{ 7 7	8 8	43 43	-	-
Springfield (foremen), . . .	-	3.50	-	3 -	3 -	{ 7 7	8 8	43 43	-	-

<sup>1</sup> Day work, 42 hours a week; night work, 36 hours.

<sup>2</sup> Day work, 48 hours a week; night work, 42 hours.

<sup>3</sup> Regular rate, plus 10 cents an hour, for all overtime.

<sup>4</sup> Day work, 48 hours a week; night work, 43 hours.

<sup>5</sup> During the week of December 25, 1916, rate was increased to \$4.50 a day, and overtime rates were also increased.

<sup>6</sup> Except overtime on Saturday for Sunday papers, when hourly rate is 70 cents.

<sup>7</sup> During the week of December 25, 1916, rate was increased to \$5.50 a day, and overtime rates were also increased.

TABLE 8. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Stone, Marble, and Quarry Workers.</b>										
<i>Granite Cutters.</i>										
Boston, <sup>2</sup>	\$0.50	\$4.00	-	1½ T.	2 T.	8	4	44	12	
Boston (surfacing machine cutters),	-	4.25	-	1½ T.	2 T.	8	4	44	12	
Brockton, <sup>3</sup>	.50	4.00	\$22.00	1½ T.	2 T.	8	4	44	12	
Chelmsford, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Chelmsford (apprentices),	.26	-	-	-	-	8	4	44	12	
Chelmsford (surfacing machine cutters),	.53½	4.28	23.54	1½ T.	2 T.	8	4	44	12	
Fall River, <sup>4</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fall River (surfacing machine cutters),	-	4.25	-	1½ T.	2 T.	8	4	44	12	
Fitchburg, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Fitchburg (surfacing machine cutters),	.56¼	-	-	1½ T.	2 T.	8	4	44	12	
Foxborough,	.50	4.00	22.00	-	-	8	4	44	12	
Gloucester, <sup>4</sup>	.50	-	-	1½ T.	2 T.	8	4	44	12	
Gloucester (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
Holyoke, <sup>5</sup>	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Holyoke (surfacing machine cutters),	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12	
Lawrence, <sup>4</sup>	.50	-	-	1½ T.	1½ T.	8	4	44	12	
Lowell, <sup>6</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Lynn, <sup>7</sup>	.50	-	-	1½ T.	2 T.	8	4	44	12	
Milford, <sup>4</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Milford (surfacing machine cutters),	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12	
Monson, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Monson (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
New Bedford, <sup>2</sup>	.50	-	-	1½ T.	2 T.	8	4	44	12	
New Bedford (surfacing machine cutters),	.55	-	-	1½ T.	2 T.	8	4	44	12	
Quincy, <sup>8</sup>	.50	4.00	22.00	1½ T.	-	8	4	44	12	
Quincy (apprentices), <sup>9</sup>	-	1.00	-	1½ T.	-	8	4	44	12	
Rockport, <sup>4</sup>	.50	-	-	1½ T.	2 T.	8	4	44	12	
Rockport (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
Townsend, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Westford, <sup>3</sup>	.50	-	-	1½ T.	2 T.	8	4	44	12	
Worcester, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Worcester (surfacing machine cutters),	.53	-	-	1½ T.	2 T.	8	4	44	12	
<i>Granite Polishers.</i>										
Quincy, <sup>10</sup>	10.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
<i>Marble Setters and Helpers.</i>										
Boston (helpers),	-	2.80	-	1½ T.	2 T.	8	4	44	12	
Springfield,	.68¾	5.50	-	2 T.	2 T.	8	4	44	12	

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Polishers and tool sharpeners receive same rate.<sup>3</sup> Tool sharpeners receive same rate.<sup>4</sup> Polishers, sawyers, and tool sharpeners receive same rate.<sup>5</sup> Polishers and tool sharpeners receive same rate. Apprentices serve three years; receive \$1.25 a day for the first six months and an increase of 25 cents a day after each six months of service.<sup>6</sup> Polishers, surfacing machine cutters, and tool sharpeners receive same rate.<sup>7</sup> Polishers and surfacing machine cutters receive same rate.<sup>8</sup> Surfacing machine cutters and tool sharpeners receive same rate.<sup>9</sup> Rates range from \$1.00 to \$2.50 a day according to years of service.<sup>10</sup> Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Stone, Marble, and Quarry Workers — Con.</b>									
<i>Marble, Mosaic, Terrazzo, and Composite Workers (Building).</i>									
Boston:									
Helpers, . . . . .	\$0.37½	\$3.00	\$16.50	2 T.	2 T.	8	4	44	12
Improvers, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Mechanics, . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
<i>Paving Cutters.</i>									
Chelmsford (block), . . . . .	.45	—	—	—	—	8	5	45	12
Fall River (block), . . . . .	.50	4.00	24.00	—	—	8	8	48	—
Gloucester (block), . . . . .	.41	3.28	19.68	—	—	8	8	48	—
Leominster (block), . . . . .	.50	4.00	22.25	—	—	8	4½	44½	12
Lowell, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Rockport (block), . . . . .	.41	—	—	—	—	8	8	48	—
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	.70	—	—	—	—	8	4	44	12
Cutters and fitters, . . . . .	.62½	—	—	—	—	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.56¼	4.50	24.75	1½ T.	2 T.	8	4	44	12
<b>Other Quarry Employees.</b>									
<i>Blacksmiths.</i>									
Chelmsford, . . . . .	.41	—	—	1¼ T.	2 T.	8	5	45	12
Chester, . . . . .	.28	—	1 —	—	—	9	8	53	—
Chester (helpers), . . . . .	.20	—	1 —	—	—	9	8	53	—
East Longmeadow, . . . . .	.34	3.06	18.02	—	—	9	8	53	—
Gloucester, . . . . .	.35	—	—	1½ T.	2 T.	8	8	48	—
Milford (helpers), . . . . .	.31	—	—	1½ T.	2 T.	8	2 8	2 48	2 6
Rockport, . . . . .	.35	2.80	16.80	1½ T.	2 T.	8	8	48	—
Townsend, . . . . .	.35	—	—	Reg.	Reg.	8	8	48	—
<i>Carpenters.</i>									
Chelmsford, . . . . .	{ .28— .35 }	—	—	1¼ T.	2 T.	8	5	45	12
Townsend, . . . . .	.37½	—	—	Reg.	Reg.	8	8	48	—
<i>Coal Shovelers.</i>									
Gloucester (ship), . . . . .	.34½	—	—	1½ T.	2 T.	8	8	48	—
Rockport (ship), . . . . .	.34½	—	—	1½ T.	2 T.	8	8	48	—
<i>Crane Tenders.</i>									
Gloucester, . . . . .	.29	—	—	1½ T.	2 T.	8	8	48	—
Townsend, . . . . .	—	2.50	—	Reg.	Reg.	8	8	48	—
<i>Derrickmen.</i>									
Chelmsford, . . . . .	{ .27— .32 }	—	—	1¼ T.	2 T.	8	5	45	12
Chester, . . . . .	.22	—	1 —	—	—	9	8	53	—
Gloucester, . . . . .	.27	—	—	1½ T.	2 T.	8	8	48	—
Milford (second men), . . . . .	.30	—	—	1½ T.	2 T.	8	2 8	2 48	2 6
Milford (third men), . . . . .	.27	—	—	1½ T.	2 T.	8	2 8	2 48	2 6
Rockport, . . . . .	.27	2.16	12.96	1½ T.	2 T.	8	8	48	—
Townsend, . . . . .	—	2.50	—	Reg.	Reg.	8	8	48	—
<i>Derrickmen, Head.</i>									
Chelmsford, . . . . .	.32	—	—	1¼ T.	2 T.	8	5	45	12
Chester, . . . . .	.27	—	1 —	—	—	9	8	53	—
East Longmeadow, . . . . .	.26½	—	—	—	—	9	8	53	—

¹ Paid for 54 hours, but work 53.

² During 6 months, work 5 hours on Saturday, 45 hours a week.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Other Quarry Employees — Con.										
Derrickmen, Head — Con.										
Gloucester, . . . . .	\$0.29	-	-	1½ T.	2 T.	8	8	48	-	
Milford, . . . . .	.32	-	-	1½ T.	2 T.	8	18	148	16	
Quincy, . . . . .	.33	-	-	Reg.	1¼ T.	8	8	48	-	
Townsend, . . . . .	-	\$3.00	-	Reg.	Reg.	8	8	48	-	
Drillers.										
East Longmeadow (steam), .	.26½	-	-	-	-	9	8	53	-	
Gloucester (steam), . . .	.29	-	-	1½ T.	2 T.	8	8	48	-	
Milford (hand), . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16	
Drill Runners, Air Plug.										
Chelmsford, . . . . .	.27- .29	-	-	1¼ T.	2 T.	8	5	45	12	
Chester, . . . . .	.25- .27	-	2-	-	-	9	8	53	-	
Gloucester, . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	-	
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16	
Quincy, . . . . .	.33	-	-	Reg.	1¼ T.	8	8	48	-	
Rockport, . . . . .	.27	2.16	\$12.96	1½ T.	2 T.	8	8	48	-	
Townsend, . . . . .	-	2.50	-	Reg.	Reg.	8	8	48	-	
Drill Runners, Tripod.										
Chelmsford, . . . . .	.30- .36	-	-	1¼ T.	2 T.	8	5	45	12	
Chester, . . . . .	.28	-	2-	-	-	9	8	53	-	
Gloucester, . . . . .	.29	-	-	1½ T.	2 T.	8	8	48	-	
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16	
Quincy, . . . . .	.33	-	-	Reg.	1¼ T.	8	8	48	-	
Rockport, . . . . .	.29	-	-	1½ T.	2 T.	8	8	48	-	
Townsend, . . . . .	-	2.75	-	Reg.	Reg.	8	8	48	-	
Engineers, Steam.										
Chester, . . . . .	.27- .28	-	2-	-	-	9	8	53	-	
Lowell (in charge), . . .	-	-	21.00	-	-	8	5	45	12	
Lowell (operators), . . .	-	-	18.00	-	-	8	5	45	12	
Milford (hoisting and portable), . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	18	148	16	
Rockport, . . . . .	.30	-	-	1½ T.	1½ T.	8	8	48	-	
Rockport (operating revolving locomotive cranes), .	-	-	18.00	1½ T.	1½ T.	8	8	48	-	
Salem (in charge), . . .	-	-	21.00	-	-	8	5	45	12	
Salem (operators), . . .	-	-	18.00	-	-	8	5	45	12	
Townsend, . . . . .	-	2.75	-	Reg.	Reg.	8	8	48	-	
Laborers.										
Chelmsford, . . . . .	.24- .25	-	-	1¼ T.	2 T.	8	5	45	12	
Chester, . . . . .	.20- .22	-	2-	-	-	9	8	53	-	
East Longmeadow, . . .	.21	1.89	11.13	-	-	9	8	53	-	
Gloucester, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-	
Quincy, . . . . .	.28	-	-	Reg.	1¼ T.	8	8	48	-	
Rockport, . . . . .	.25	2.00	12.00	1½ T.	2 T.	8	8	48	-	
Planermen.										
East Longmeadow, . . .	.38	3.42	20.14	-	-	9	8	53	-	
Powdermen.										
Chelmsford, . . . . .	.32½	-	-	1¼ T.	2 T.	8	5	45	12	
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	18	148	16	
Townsend, . . . . .	-	3.00	-	Reg.	Reg.	8	8	48	-	

¹ During 6 months, work 5 hours on Saturday, 45 hours a week.

² Paid for 54 hours, but work 53.

TABLE 8. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Other Quarry Employees — Con.									
Quarrymen.									
Chelmsford, . . . . .	{ \$0.27-.29 }	-	-	1¼ T.	2 T.	8	5	45	12
Chester, . . . . .	.27	-	1 -	-	-	9	8	53	-
East Longmeadow, . . . . .	.26½	-	-	-	-	9	8	53	-
Gloucester, . . . . .	.27	-	-	1¼ T.	2 T.	8	8	48	-
Milford, . . . . .	.31	-	-	1½ T.	2 T.	8	2 8	2 48	2 6
Quincy, . . . . .	.33	-	-	-	1¼ T. Reg.	8	8	48	-
Rockport, . . . . .	.27	\$2.16	\$12.96	1½ T.	2 T.	8	8	48	-
Townsend, . . . . .	-	2.50	-	-	Reg.	8	8	48	-
Sectionmen.									
Chelmsford, . . . . .	.27	-	-	1¼ T.	2 T.	8	5	45	12
Chelmsford (foremen), . . . . .	.30	-	-	1¼ T.	2 T.	8	5	45	12
Rockport, . . . . .	.27	2.16	12.96	1½ T.	2 T.	8	8	48	-
Stone Sawyers.									
East Longmeadow, . . . . .	.32	2.88	16.96	-	-	9	8	53	-
Tool Sharpeners.									
Chester, . . . . .	.28	-	1 -	-	-	9	8	53	-
Gloucester, . . . . .	.35	-	-	1½ T.	2 T.	8	8	48	-
Milford, . . . . .	.50	-	-	1½ T.	2 T.	8	2 8	2 48	2 6
Rockport, . . . . .	.35	2.80	16.80	1½ T.	2 T.	8	8	48	-
Trackmen.									
Gloucester, . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	-
Rockport, . . . . .	.27	-	-	1½ T.	2 T.	8	8	48	-
Traveler Operators.									
East Longmeadow, . . . . .	.28½	-	-	-	-	9	8	53	-
East Longmeadow (assistant), . . . . .	.26½	-	-	-	-	9	8	53	-

<sup>1</sup> Paid for 54 hours, but work 53.<sup>2</sup> During 6 months, work 5 hours on Saturday, 45 hours a week.



TABLE 9. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Bakery Wagon Drivers.</b>									
Brockton (large shops),	-	-	\$18.00	-	-	10	10	60	-
Brockton (small shops),	-	-	15.00	-	-	10	10	60	-
<b>Carriage Drivers and Chauffeurs.</b>									
Boston:									
Carriage drivers,	-	\$2.00	-	\$0 30	\$0 30	11	11	2 80-84	-
Chauffeurs,	-	2.75	-	.30	.30	11	11	2 80-84	-
Chauffeurs,	-	2.50	-	.30	.30	9	9	63	-
Taxi drivers,	-	2.75	-	.30	.30	10½	10½	73½	-
Touring car drivers,	-	-	21.00	.30	.30	10½	10½	73½	-
<b>Coal Teamsters.</b>									
<i>One-horse.</i>									
Beverly,	-	-	14.00	.35	2 T.	10	10	60	7
Boston,	-	-	15.00	3-	2 T.	9	4 9	4 54	4 6
Brockton, <sup>5</sup>	-	-	15.00	Reg.	2 T.	8	8	5 48	-
Fitchburg,	-	2.00	12.00	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	14.00	1½ T.	1½ T.	9	9	54	3
Holyoke,	-	-	14.00	1½ T.	1½ T.	6 9½	6 9½	6 57	6 4
Lowell, <sup>7</sup>	-	-	14.50	-	-	10	10	60	-
Lynn,	-	-	14.00	3-	2 T.	9	9	54	5½
Malden,	-	-	15.00	3-	2 T.	9	4 9	4 54	4 6
Natick,	-	-	14.00	.30	2 T.	9	9	54	-
Springfield,	-	-	15.00	2 T.	2 T.	10	10	60	5
Wakefield, <sup>7</sup>	-	-	13.50	-	-	9	9	54	-
Waltham,	-	-	14.50	.30	-	9	4 9	4 54	4 6
Westfield,	-	-	14.00	-	-	9	9	54	-
Winchester,	-	-	14.00	-	-	9	4 9	4 54	4 6
Worcester,	-	-	14.00	1½ T.	1½ T.	9 9	9 9	9 55	9 6
<i>Two-horse.</i>									
Beverly,	-	-	15.00	.35	2 T.	10	10	60	7
Boston,	-	-	16.00	Reg.	2 T.	9	4 9	4 54	4 6
Fitchburg,	-	2.25	13.50	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	15.00	1½ T.	1½ T.	9	9	54	3
Holyoke,	-	-	15.00	1½ T.	1½ T.	6 9½	6 9½	6 57	6 4
Lowell, <sup>7</sup>	-	-	16.00	-	-	10	10	60	-
Lynn,	-	-	15.50	8-	2 T.	9	9	54	5½
Malden,	-	-	16.00	Reg.	2 T.	9	4 9	4 54	4 6
Natick,	-	-	15.00	.30	2 T.	9	9	54	-
Springfield,	-	-	16.00	2 T.	2 T.	10	10	60	5
Wakefield, <sup>7</sup>	-	-	15.00	-	-	9	9	54	-
Waltham,	-	-	15.50	.35	-	9	4 9	4 54	4 6
Winchester,	-	-	15.00	-	-	9	4 9	4 54	4 6
Worcester,	-	-	15.00	1½ T.	1½ T.	9 9	9 9	9 55	9 6

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> On Sunday, work from 14 to 18 hours.<sup>3</sup> Regular rate, except on Saturday p.m. during the 6 months when the half-holiday is in effect, when 30 cents an hour is paid.<sup>4</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.<sup>5</sup> In hay and grain or contract establishments receive same rate of wages and work same number of hours.<sup>6</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.<sup>7</sup> Prevailing rate; no agreement enforcing a minimum.<sup>8</sup> Overtime rate 35 cents an hour, except on Saturday p.m. during the 5½ months when the half-holiday is in effect, when double time is paid.<sup>9</sup> During 6 months, work 10 hours on 5 days and 5 hours on Saturday; during the other 6 months, work 9 hours on 6 days and 1 hour on Sunday.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Coal Teamsters — Con.										
Three-horse.										
Boston, . . . . .	-	-	\$17.00	Reg.	2 T.	9	19	54	16	
Lynn, . . . . .	-	-	16.00	2-	2 T.	9	9	54	5½	
Natick, . . . . .	-	-	16.00	1½ T.	2 T.	9	9	54	-	
Chauffeurs.										
Beverly, . . . . .	-	-	17.00	\$0.35	2 T.	10	10	60	7	
Boston (electric truck), . . . . .	-	-	17.00	Reg.	2 T.	9	19	54	16	
Boston (gasoline truck), . . . . .	-	-	19.00	Reg.	2 T.	9	19	54	16	
Brockton, . . . . .	-	-	16.00	Reg.	2 T.	8	8	48	-	
Haverhill, . . . . .	-	-	16.00	1½ T.	1½ T.	9	9	54	3	
Lowell (heavy truck), <sup>3</sup> . . . . .	-	-	17.00	-	-	10	10	60	-	
Lynn, . . . . .	-	-	18.00	2-	2 T.	9	9	54	5½	
Lynn (helpers), . . . . .	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden (electric truck), . . . . .	-	-	18.00	Reg.	2 T.	9	19	54	16	
Malden (gasoline truck), . . . . .	-	-	19.00	Reg.	2 T.	9	19	54	16	
Waltham, . . . . .	-	-	17.50	.40	-	9	19	54	16	
Helpers.										
Beverly, . . . . .	-	-	13.00	.35	2 T.	10	10	60	7	
Fitchburg, . . . . .	-	\$2.00	12.00	Reg.	Reg.	10	10	60	-	
Haverhill, . . . . .	-	-	13.00	1½ T.	1½ T.	9	9	54	3	
Holyoke, . . . . .	-	-	13.00	1½ T.	1½ T.	49½	49½	57	4	
Lynn, . . . . .	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden, . . . . .	-	-	15.00	Reg.	2 T.	9	19	54	16	
Natick, . . . . .	-	-	14.00	.30	2 T.	9	9	54	-	
Springfield, . . . . .	-	-	14.00	2 T.	2 T.	10	10	60	5	
Waltham, . . . . .	-	-	14.50	.30	-	9	19	54	16	
Worcester, . . . . .	-	-	13.00	1½ T.	1½ T.	59	59	55	6	
Wharfmen.										
Boston, . . . . .	-	-	15.00	6-	2 T.	9	19	54	16	
Lynn, . . . . .	-	-	14.00	2-	2 T.	9	9	54	5½	
Malden, . . . . .	-	-	15.00	5-	2 T.	9	19	54	16	
Waltham, . . . . .	-	-	14.50	.30	-	9	19	54	16	
Yardmen.										
Haverhill, . . . . .	-	-	14.00	1½ T.	1½ T.	9	9	54	3	
Winchester, . . . . .	-	-	14.00	-	-	9	19	54	16	
Department Store Drivers, Chauffeurs, and Helpers.										
Boston:										
One-horse teamsters, . . . . .	-	2.50	15.00	Reg.	2 T.	9	9	54	-	
Two-horse teamsters, . . . . .	-	2.66½	16.00	Reg.	2 T.	9	9	54	-	
Chauffeurs, . . . . .	-	3.00	18.00	Reg.	2 T.	9	9	54	-	
Helpers (auto), . . . . .	-	-	10.00	Reg.	2 T.	9	9	54	-	
Helpers (wagon), . . . . .	-	-	8.00	Reg.	2 T.	9	9	54	-	
Express and Transfer Drivers.										
One-horse.										
Boston, . . . . .	-	-	14.00	.35	7-	10	10	60	-	
Brockton, . . . . .	-	-	15.00	.25	2 T.	9	9	54	-	

<sup>1</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>2</sup> Overtime rate 35 cents an hour, except on Saturday P.M. during the 5½ months when the half-holiday is in effect, when double time is paid.

<sup>3</sup> Prevailing rate; no agreement enforcing a minimum.

<sup>4</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>5</sup> During 6 months, work 10 hours on 5 days and 5 hours on Saturday; during the other 6 months, work 9 hours on 6 days and 1 hour on Sunday.

<sup>6</sup> Regular rate, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when 30 cents an hour is paid.

<sup>7</sup> On holidays, double time.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Express and Transfer Drivers — Con.</b>									
<i>One-horse — Con.</i>									
Haverhill, . . . . .	-	-	\$15 00	1½ T.	1½ T.	10	10	60	-
Lynn, . . . . .	-	-	15 00	1½ T.	2 T.	10	9	59	-
Natick, . . . . .	-	-	14 00	\$0.30	2 T.	9	9	54	-
<i>Two-horse.</i>									
Boston, . . . . .	-	-	16 00	.35	1 -	10	10	60	-
Brockton, . . . . .	-	-	16 00	.30	2 T.	9	9	54	-
Haverhill, . . . . .	-	-	16 00	1½ T.	1½ T.	10	10	60	-
Lynn, . . . . .	-	-	16 50	1½ T.	2 T.	10	9	59	-
<i>Three-horse.</i>									
Lynn, . . . . .	-	-	17 00	1½ T.	2 T.	10	9	59	-
<i>Four-horse.</i>									
Lynn, . . . . .	-	-	18 00	1½ T.	2 T.	10	9	59	-
<i>Chauffeurs.</i>									
Boston (small auto), . . . . .	-	-	16 00	.35	1 -	10	10	60	-
Boston (truck), . . . . .	-	-	18 00	.35	1 -	10	10	60	-
Lynn, . . . . .	-	-	19 00	1½ T.	2 T.	10	9	59	-
<i>Helpers.</i>									
Boston:									
One-horse, . . . . .	-	-	11 00	.35	1 -	10	10	60	-
Two-horse, . . . . .	-	-	12 00	.35	1 -	10	10	60	-
Truck, large, . . . . .	-	-	13 00	.35	1 -	10	10	60	-
Brockton, . . . . .	-	-	14 00	-	2 T.	9	9	54	-
Haverhill, . . . . .	-	-	14 00	1½ T.	1½ T.	10	10	60	-
Lynn, . . . . .	-	-	14 50	1½ T.	2 T.	10	9	59	-
<b>Furniture Teamsters.</b>									
Haverhill (chauffeurs), . . . . .	-	-	16 00	Reg.	Reg.	10	10	60	2
Haverhill (chauffeurs' helpers), . . . . .	-	-	14 00	Reg.	Reg.	10	10	60	2
<b>Grain and Mason Supply Handlers.</b>									
Springfield:									
One-horse, . . . . .	-	-	14 00	1½ T.	2 T.	10	6	56	12
Two-horse, . . . . .	-	-	15 00	1½ T.	2 T.	10	6	56	12
Chauffeurs (trucks, two tons and over), . . . . .	-	-	18 00	1½ T.	2 T.	10	6	56	12
Chauffeurs (trucks, less than two tons), . . . . .	-	-	16 00	1½ T.	2 T.	10	6	56	12
Helpers, . . . . .	-	-	13 50	1½ T.	2 T.	10	6	56	12
<b>Ice Cart Drivers.</b>									
Brockton:									
Drivers, first year, . . . . .	-	-	16 00	-	-	8	8	48	-
Drivers, second year, . . . . .	-	-	17 00	-	-	8	8	48	-
Helpers, . . . . .	-	-	15 00	-	-	8	8	48	-
Fitchburg, . . . . .	-	\$2.75	16 50	Reg.	Reg.	10	10	60	-
Lynn:									
Chauffeurs, . . . . .	-	-	18 00	-	2 T.	-	-	-	-
Ice drivers (November 1 to May 1), . . . . .	-	-	15 00	-	2 T.	-	-	-	-
Route drivers (May 1 to November 1), . . . . .	-	-	18 00	-	2 T.	-	-	-	-
Helpers, . . . . .	-	-	15 00	-	2 T.	-	-	-	-
Natick, . . . . .	-	-	17 00	-	-	9	9	54	-

<sup>1</sup> On holidays, double time.<sup>2</sup> During 7 months of year receive \$15 a week; during 5 months of year receive \$16 a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Laundry Wagon Drivers.</b>									
Brockton, . . . . .	-	-	<sup>1</sup> \$14.00	-	-	2-	2-	2-	-
Haverhill, . . . . .	-	\$2.00	12.00	1½ T.	1½ T.	9	9	54	-
<b>Lumber Teamsters.</b>									
<i>One-horse.</i>									
Beverly, . . . . .	-	-	14.00	\$0.35	2 T.	9	5	50	12
Boston, . . . . .	-	-	14.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Brockton, . . . . .	-	-	15.00	2 T.	2 T.	9	4	49	12
Lynn, . . . . .	-	-	13.00	.35	2 T.	9	5	50	12
Natick, . . . . .	-	-	14.00	.30	2 T.	9	9	54	-
Wakefield, <sup>4</sup> . . . . .	-	-	<sup>4</sup> 13.50	-	-	9	<sup>5</sup> 9	<sup>5</sup> 54	<sup>5</sup> 6
Worcester, . . . . .	-	-	12.00	-	-	11	11	<sup>6</sup> 67	-
<i>Two-horse.</i>									
Beverly, . . . . .	-	-	15.00	.35	2 T.	9	5	50	12
Boston, . . . . .	-	-	16.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Brockton, . . . . .	-	-	16.50	2 T.	2 T.	9	4	49	12
Lynn, . . . . .	-	-	15.00	.35	2 T.	9	5	50	12
Natick, . . . . .	-	-	15.00	.30	2 T.	9	9	54	-
Wakefield, <sup>4</sup> . . . . .	-	-	<sup>4</sup> 15.00	-	-	9	<sup>5</sup> 9	<sup>5</sup> 54	<sup>5</sup> 6
Worcester, . . . . .	-	-	14.00	-	-	11	11	<sup>6</sup> 67	-
<i>Three-horse.</i>									
Lynn, . . . . .	-	-	16.00	.35	2 T.	9	5	50	12
Worcester, . . . . .	-	-	15.00	-	-	11	11	<sup>6</sup> 67	-
<i>Four-horse.</i>									
Lynn, . . . . .	-	-	17.00	.35	2 T.	9	5	50	12
<i>Chauffeurs.</i>									
Beverly, . . . . .	-	-	17.00	.35	2 T.	9	5	50	12
Boston (first class), . . . . .	-	-	17.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Boston (second class), . . . . .	-	-	15.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Boston (helpers), . . . . .	-	-	9.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Brockton, . . . . .	-	-	18.00	2 T.	2 T.	9	4	49	12
Brockton (helpers), . . . . .	-	-	16.00	2 T.	2 T.	9	4	49	12
Lynn, . . . . .	-	-	18.00	.35	2 T.	9	5	50	12
<i>Helpers.</i>									
Beverly, . . . . .	-	-	13.00	.35	2 T.	9	5	50	12
Boston, . . . . .	-	-	9.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Lynn, . . . . .	-	-	13.00	.35	2 T.	9	5	50	12
<i>Tally Boys.</i>									
Boston (first year), . . . . .	-	-	5.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12
Boston (second year), . . . . .	-	-	9.00	Reg.	Reg.	<sup>3</sup> 9 10	5	<sup>3</sup> 50 55	12

<sup>1</sup> Also system of commissions.<sup>2</sup> Work by routes; cover 1 route a day.<sup>3</sup> During 8 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.<sup>4</sup> Prevailing rate; no agreement enforcing a minimum.<sup>5</sup> During 6 months 5 hours on Saturday, 50 hours a week.<sup>6</sup> One hour on Sunday.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Lumber Teamsters — Con.</b>										
<i>Tally Men.</i>										
Beverly, . . . . .	-	-	\$14 00	\$0.35	2 T.	9	5	50	12	
Boston (first class), . . . . .	-	-	18.00	Reg.	Reg.	<sup>19</sup> 10	5	<sup>150</sup> 55	12	
Boston (second class), . . . . .	-	-	13.00	Reg.	Reg.	<sup>19</sup> 10	5	<sup>150</sup> 55	12	
Lynn, . . . . .	-	-	16.00	.35	2 T.	9	5	50	12	
<i>Yardmen.</i>										
Boston, . . . . .	-	-	13.00	Reg.	Reg.	<sup>19</sup> 10	5	<sup>150</sup> 55	12	
Boston (yard captains), . . . . .	-	-	<sup>2</sup> 13.00	Reg.	Reg.	<sup>19</sup> 10	5	<sup>150</sup> 55	12	
Lynn, . . . . .	-	-	13 00	.35	2 T.	9	5	50	12	
<b>Market and Commission House Teamsters.</b>										
Boston (one-horse), . . . . .	-	-	16.50	-	2 T.	10 <sup>1</sup> / <sub>2</sub>	6 <sup>1</sup> / <sub>2</sub>	59	12	
Boston (two-horse), . . . . .	-	-	18.50	-	2 T.	10 <sup>1</sup> / <sub>2</sub>	6 <sup>1</sup> / <sub>2</sub>	59	12	
<b>Milk Wagon Drivers.</b>										
Boston:										
Chauffeurs, . . . . .	-	-	20.00	Reg.	Reg.	9	9	63	-	
Drivers, <sup>3</sup> . . . . .	-	-	<sup>3</sup> 20.00	Reg.	Reg.	10	10	<sup>4</sup> 70	-	
Drivers (one-horse), . . . . .	-	-	15.00	Reg.	Reg.	10	10	<sup>4</sup> 70	-	
Drivers (two-horse), . . . . .	-	-	18.00	Reg.	Reg.	10	10	<sup>4</sup> 70	-	
Helpers, . . . . .	-	-	15.00	Reg.	Reg.	10	10	<sup>4</sup> 70	-	
Route foremen, . . . . .	-	-	23 00	Reg.	Reg.	10	10	60	-	
<b>Newspaper Wagon Drivers.</b>										
Boston, . . . . .	-	\$3.00	<sup>5</sup> 22.00	.40	<sup>5</sup> \$0.44 <sup>10</sup>	9	9	63	-	
<b>Piano and Furniture Movers.</b>										
Boston:										
Chauffeurs, . . . . .	\$0.35	3.50	21.00	.40	2 T.	11	11	66	-	
Drivers, . . . . .	.30	3 00	18 00	.40	2 T.	11	11	66	-	
Helpers, . . . . .	.28 <sup>1</sup> / <sub>3</sub>	2.83 <sup>1</sup> / <sub>3</sub>	17 00	.40	2 T.	11	11	66	-	
Packers, . . . . .	.28 <sup>1</sup> / <sub>3</sub>	2.83 <sup>1</sup> / <sub>3</sub>	17.00	.40	2 T.	11	11	66	-	
<b>Sand and Cement Teamsters.</b>										
<i>One-horse.</i>										
Boston, . . . . .	-	-	14.00	Reg.	2 T.	10	<sup>6</sup> 10	<sup>6</sup> 60	<sup>6</sup> 3	
Lynn, . . . . .	-	-	14.00	Reg.	1 <sup>1</sup> / <sub>2</sub> T.	9	9	54	-	
<i>Two-horse.</i>										
Boston, . . . . .	-	-	16.00	Reg.	2 T.	10	<sup>6</sup> 10	<sup>6</sup> 60	<sup>6</sup> 3	
Lynn, . . . . .	-	-	15.00	Reg.	1 <sup>1</sup> / <sub>2</sub> T.	9	9	54	-	
Natick, . . . . .	-	-	15.00	.30	2 T.	9	9	54	-	
<i>Three-horse.</i>										
Boston, . . . . .	-	-	17.00	Reg.	2 T.	10	<sup>6</sup> 10	<sup>6</sup> 60	<sup>6</sup> 3	
Lynn, . . . . .	-	-	16.00	Reg.	1 <sup>1</sup> / <sub>2</sub> T.	9	9	54	-	

<sup>1</sup> During 8 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.<sup>2</sup> Also \$2 a year additional for each man under his supervision.<sup>3</sup> Inexperienced drivers during first 3 months, \$15 a week; during second 3 months, \$17; during the next 7 months, \$18; after 13 months, \$20 a week.<sup>4</sup> Work 7 days a week; during 7 months of year one day off each 3 weeks.<sup>5</sup> Paid \$4 for a day's work on Sunday.<sup>6</sup> During 3 months, 6 hours on Saturday, 56 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Sand and Cement Teamsters—Con.</b>										
<i>Four-horse.</i>										
Lynn, . . . . .	-	-	\$17.00	Reg.	1½ T.	9	9	54	-	
<i>Chaufeurs.</i>										
Boston, . . . . .	-	-	21.00	Reg.	2 T.	10	1 10	1 60	1 3	
Boston (helpers), . . . .	-	-	14.00	Reg.	2 T.	10	1 10	1 60	1 3	
<i>Hay and Stone Teamsters.</i>										
Boston, . . . . .	-	-	14.00	Reg.	2 T.	10	1 10	1 60	1 3	
<i>Tip Cart Drivers.</i>										
Boston, . . . . .	-	-	13.50	Reg.	2 T.	10	1 10	1 60	1 3	
<b>Stablemen and Garagemen.</b>										
Boston:										
Brass polishers, . . . .	-	-	14.00	\$0.25	\$0.25	10	10	2 70	-	
Feeders, . . . . .	-	-	15.00	.25	.25	10	10	2 70	-	
Gasoline tank fillers, . .	-	-	16.00	.25	.25	10	10	2 70	-	
Harness cleaners, . . . .	-	-	15.00	.25	.25	10	10	2 70	-	
Horse clippers, . . . . .	-	-	15.00	.25	.25	10	10	2 70	-	
Hostlers, . . . . .	-	-	14.00	.25	.25	10	10	2 70	-	
Oilers, . . . . .	-	-	16.00	.25	.25	10	10	2 70	-	
Tire setters, . . . . .	-	-	15.00	.25	.25	10	10	2 70	-	
Washers, auto, . . . . .	-	-	18.00	.25	.25	10	10	2 70	-	
Washers, team, . . . . .	-	-	16.00	.25	.25	10	10	2 70	-	
Holyoke, . . . . .	-	-	15.00	1½ T.	1½ T.	9	9	63	-	
Holyoke (helpers), . . . .	-	-	13.50	1½ T.	1½ T.	9	9	63	-	
Quincy, . . . . .	-	-	16.00	-	2 T.	12	12	3 75	-	
Springfield, . . . . .	-	-	18.00	1½ T.	1½ T.	10	10	4 70	-	
Springfield (riggers), . .	-	-	21.00	1½ T.	1½ T.	9	9	54	-	
<b>Teamsters, General.</b>										
<i>One-horse.</i>										
Boston, . . . . .	-	-	14.00	5.25	2 T.	11	11	66	-	
Holyoke, . . . . .	-	-	13.00	1½ T.	1½ T.	9	9	54	-	
Quincy, . . . . .	-	-	13.00	-	2 T.	12	12	3 75	-	
Springfield, . . . . .	-	-	14.00	1½ T.	1½ T.	9	9	54	-	
Wakefield, <sup>6</sup> . . . . .	-	-	13.50	-	-	9	9	54	-	
Worcester, . . . . .	-	-	12.00	-	-	11	11	7 67	-	
<i>Two-horse.</i>										
Boston, . . . . .	-	-	16.00	5.30	2 T.	11	11	66	-	
Fitchburg, . . . . .	-	\$2.25	13.50	Reg.	Reg.	10	10	60	-	
Holyoke, . . . . .	-	-	14.00	1½ T.	1½ T.	9	9	54	-	
Quincy, . . . . .	-	-	15.00	-	2 T.	12	12	3 75	-	
Springfield, . . . . .	-	-	16.00	1½ T.	1½ T.	9	9	54	-	
Wakefield, <sup>6</sup> . . . . .	-	-	15.00	-	-	9	9	54	-	
Worcester, . . . . .	-	-	14.00	-	-	11	11	7 67	-	

<sup>1</sup> During 3 months, 6 hours on Saturday, 56 hours a week.<sup>2</sup> During 6 months, no work on Sunday, 60 hours a week; during other 6 months, 10 hours on Sunday, 70 hours a week.<sup>3</sup> Three hours on Sunday.<sup>4</sup> One day off each month, without pay.<sup>5</sup> After midnight, double time.<sup>6</sup> Prevailing rate; no agreement enforcing a minimum.<sup>7</sup> One hour on Sunday.

TABLE 9. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Teamsters, General — Con.									
Three-horse.									
Boston, . . . . .	-	-	\$17.00	1 -	2 T.	11	11	66	-
Holyoke, . . . . .	-	-	15.00	1½ T.	1½ T.	9	9	54	-
Quincy, . . . . .	-	-	16.00	-	2 T.	12	12	2 75	-
Worcester, . . . . .	-	-	15.00	-	-	11	11	3 67	-
Four-horse.									
Boston, . . . . .	-	-	18.00	1 -	2 T.	11	11	66	-
Quincy, . . . . .	-	-	18.00	-	2 T.	12	12	2 75	-
Five-horse.									
Boston, . . . . .	-	-	19.00	1 -	2 T.	11	11	66	-
Six-horse.									
Boston, . . . . .	-	-	20.00	1 -	2 T.	11	11	66	-
Teamsters (Not Stated).									
Fitchburg, . . . . .	-	\$2.50	15.00	Reg.	Reg.	10	10	60	-
Springfield (dump carts), . .	-	-	14.00	1½ T.	1½ T.	9	9	54	-
Springfield (doing own rig- ging), . . . . .	-	-	18.00	1½ T.	1½ T.	9	9	54	-
Chauffeurs.									
Boston, . . . . .	-	-	18.00	1 -	2 T.	11	11	66	-
Fitchburg (heavy truck), . .	-	2.50	15.00	Reg.	Reg.	10	10	60	-
Holyoke (trucks, three tons or less), . . . . .	-	-	16.00	1½ T.	1½ T.	9	9	54	-
Holyoke (trucks, over three tons), . . . . .	-	-	18.00	1½ T.	1½ T.	9	9	54	-
Natick (heavy truck), . . . .	-	-	20.00	1½ T.	2 T.	9	9	54	-
Springfield (trucks, less than three tons), . . . . .	-	-	18.00	1½ T.	1½ T.	9	9	54	-
Springfield (trucks, over three tons), . . . . .	-	-	20.00	1½ T.	1½ T.	9	9	54	-
Worcester:									
Light truck, . . . . .	-	-	15.00	-	-	11	11	3 67	-
Heavy truck, . . . . .	-	-	18.00	-	-	11	11	3 67	-
Electric truck, . . . . .	-	-	15.00	-	-	11	11	3 67	-
Gasoline truck, . . . . .	-	-	18.00	-	-	11	11	3 67	-
Helpers.									
Boston, . . . . .	-	-	16.00	1 -	2 T.	11	11	66	-
Fitchburg, . . . . .	-	2.00	12.00	Reg.	Reg.	10	10	60	-
Holyoke, . . . . .	-	-	13.00	1½ T.	1½ T.	9	9	54	-
Springfield, . . . . .	-	-	15.00	1½ T.	1½ T.	9	9	54	-
Springfield (lump helpers), <sup>4</sup>	\$0.30	-	-	-	-	9	9	54	-
Wakefield, <sup>5</sup> . . . . .	-	-	13.00	-	-	9	9	54	-
Worcester (chauffeurs), . . .	-	-	12.00	-	-	11	11	3 67	-
Worcester (teamsters), . . .	-	-	12.00	-	-	11	11	3 67	-

<sup>1</sup> After midnight, double time.<sup>2</sup> Three hours on Sunday.<sup>3</sup> One hour on Sunday.<sup>4</sup> Lump helpers receive not less than 30 cents an hour or fraction thereof; when moving pianos one hour's pay is deducted from aggregate hourly earnings, but 50 cents extra is paid per lift for straight away moving (mean- ing moving one piano); 75 cents extra if moving piano through single window, and \$1.25 extra if moving piano through double window.<sup>5</sup> Prevailing rate; no agreement enforcing a minimum.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Clerical Employees.</b>									
Boston:									
Clerks: <sup>2</sup>									
Adjustment clerks, . . . . .	-	-	<sup>2</sup> \$15.00	-	-	7½	4½	42	12
Contract information clerks, . . . . .	-	-	<sup>2</sup> 14.00	-	-	7½	4½	42	12
Plant clerks, . . . . .	-	-	<sup>2</sup> 18.00	-	-	7½	4½	42	12
Posting clerks, . . . . .	-	-	<sup>2</sup> 14.00	-	-	7½	4½	42	12
Revenue account clerks, . . . . .	-	-	<sup>2</sup> 14.00	-	-	7½	4½	42	12
Senior clerks, . . . . .	-	-	<sup>2</sup> 16.00	-	-	7½	4½	42	12
Traffic managers' clerks, . . . . .	-	-	<sup>2</sup> 18.00	-	-	7½	4½	42	12
Instructors, operators, class 1, . . . . .	-	-	<sup>2</sup> 18.00	-	-	7½	4½	42	12
Instructors, operators, class 2, . . . . .	-	-	<sup>2</sup> 17.50	-	-	7½	4½	42	12
Stenographers, . . . . .	-	-	<sup>2</sup> 15.00	-	-	7½	4½	42	12
Toll observers, . . . . .	-	-	<sup>2</sup> 17.50	-	-	7½	4½	42	12
Toll observers, chief, . . . . .	-	-	<sup>2</sup> 18.00	-	-	7½	4½	42	12
Typists, . . . . .	-	-	<sup>2</sup> 14.00	-	-	7½	4½	42	12
<b>Electrical Workers (Telephone Workers).</b>									
Boston:									
Cable splicers, . . . . .	-	{ \$3.50 4.00 4.25 4.50 4.75	{ 21.00 24.00 25.50 27.00 28.50	1½ T.	1½ T.	8	8	48	3½
Cable splicers, head, . . . . .	-	-	-	1½ T.	1½ T.	8	8	48	3½
Cable splicers' helpers, . . . . .	-	3.00	18.00	1½ T.	1½ T.	8	8	48	3
Linemen, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3
Linemen, foremen, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	3
Linemen, foremen, sub-, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	3
Linemen, head, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	3
Line repairmen, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	3
Boston (central office):									
Repairmen, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, class "A" toll, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, class "B" toll, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Testmen, first class, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Testmen, senior, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, general, . . . . .	-	-	<sup>3</sup> 18.00	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, senior, . . . . .	-	-	22.50	1½ T.	1½ T.	8	8	48	4
Others (unrated men), . . . . .	-	-	<sup>3</sup> 18.00	1½ T.	1½ T.	8	8	48	4
Boston (other employees):									
Foremen, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Foremen, sub-, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Installers, sub-station, class C, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Repairmen, combination line, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4

<sup>1</sup> For explanation of symbols see note 1 on p. 8.<sup>2</sup> Rates shown are standard rates, not minimum.<sup>3</sup> First year, receive \$18 a week; second and third years, \$19.50; thereafter, \$21.



TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
<b>Fitchburg (central office):<sup>1</sup></b>									
Cable splicers, . . . . .	-	\$3.50	\$21.00	1½ T.	2-	38	38	348	34
Electrical workers, n. s., . . .	-	13.25	19.50	1½ T.	2-	38	38	348	34
Foremen, . . . . .	-	13.50	21.00	1½ T.	2-	38	38	348	34
Groundmen, . . . . .	-	12.00	12.00	1½ T.	2-	38	38	348	34
Installers, sub-station, first class, . . . . .	-	13.25	19.50	1½ T.	2-	38	38	348	34
Installers, sub-station, second class, . . . . .	-	13.00	18.00	1½ T.	2-	38	38	348	34
Linemen, first class, . . . . .	-	13.25	19.50	1½ T.	2-	38	38	348	34
Linemen, second class, . . . . .	-	12.50	15.00	1½ T.	2-	38	38	348	34
Repairmen, first class, . . . . .	-	13.25	19.50	1½ T.	2-	38	38	348	34
Repairmen, second class, . . . . .	-	13.00	18.00	1½ T.	2-	38	38	348	34
Stock clerks, . . . . .	-	12.50	15.00	1½ T.	2-	38	38	348	34
Testmen, first class, . . . . .	-	13.25	19.50	1½ T.	2-	38	38	348	34
Frammingham (linemen), . . . . .	-	-	21.00	-	-	8	8	48	3
<b>Lynn:</b>									
Cable splicers, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Cable splicers, head, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Cable splicers' helpers, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	4
Installers, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4
Installers, equipment, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4
Linemen, head, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Linemen's apprentices, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	4
Repairmen, central office, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Testmen, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Testmen, senior, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
<b>New Bedford:</b>									
Cable splicers, . . . . .	-	3.25	19.50	1½ T.	1½ T.	8	8	48	-
		3.75	22.50						
		4.00	24.00						
		4.25	25.50						
Installers, private branch exchange, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-
Installers, private branch exchange, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Installers, sub-station, class C, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	-
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	-
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Repairmen, sub-station, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-
Repairmen, sub-station, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Testmen, class "A" toll, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
Testmen, class "B" toll, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	-
Testmen, first class, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	-
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
<b>Salem:</b>									
Cable splicers, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Cable splicers, head, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Cable splicers' helpers, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	4
Installers, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4
Installers, equipment, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4

<sup>1</sup> Prevailing rates; no agreement establishing a minimum rate.<sup>2</sup> On holidays, double time; on Sundays, time and one-half.<sup>3</sup> During 4 months, linemen work 9 hours on 5 days, no work on Saturday; and stationmen work 8 hours on 4 days, 7½ hours on 1 day, and 4½ hours on Saturday.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Electrical Workers (Tele- phone Workers) — Con.</b>										
<b>Salem — Con.</b>										
Linemen, head, . . . . .	-	\$4.00	-	1½ T.	1½ T.	8	8	48	4	
Linemen's apprentices, . .	-	3.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, central office, .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4	
<b>Taunton:</b>										
Cable splicers, . . . . .	-	4.50	-	1½ T.	-	8	18	148	14	
Cable splicers' helpers, . .	-	2.50	-	1½ T.	-	8	18	148	14	
Electrical workers, <i>n. s.</i> , .	-	4.00	-	1½ T.	-	8	18	148	14	
central office, . . . . .	-	4.00	-	1½ T.	-	8	18	148	14	
Foremen, gang, . . . . .	-	4.50	-	1½ T.	-	8	18	148	14	
Groundmen, . . . . .	-	2.25	-	1½ T.	-	8	18	148	14	
Installers, sub-station, first class, . . . . .	-	3.50	-	1½ T.	-	8	18	148	14	
Linemen, first class, . . . .	-	3.50	-	1½ T.	-	8	18	148	14	
Linemen, second class, . . .	-	3.00	-	1½ T.	-	8	18	148	14	
Repairmen, combination line, . . . . .	-	3.75	-	1½ T.	-	8	18	148	14	
Repairmen, sub-station, first class, . . . . .	-	3.75	-	1½ T.	-	8	18	148	14	
Testmen, first class, . . . .	-	4.25	-	1½ T.	-	8	18	148	14	
Testmen, second class, . . .	-	3.75	-	1½ T.	-	8	18	148	14	
<b>Worcester:</b>										
Cable splicers, . . . . .	-	{ 3.25 3.75 4.00 4.25 }	{ \$19.50 22.50 24.00 25.50 }	1½ T.	1½ T.	8	8	48	3½	
Installers, private branch exchange, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Installers, private branch exchange, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Installers, sub-station, class C, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4	
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	3	
Repairmen, sub-station, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4	
Repairmen, sub-station, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "A" toll, . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
Testmen, class "B" toll, . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, first class, . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4	
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4	
<b>Telegraphers, Commercial.</b>										
Springfield (minimum office), <sup>2</sup>	-	-	25.00	3 -	3 -	8½	8½	51	-	
Springfield (maximum office or Bureau Point), <sup>2</sup> . . . .	-	-	35.00	3 -	3 -	8½	8½	51	-	
<b>Telephone Operators, Day.</b>										
<b>Lawrence:</b>										
At end of six months, . . .	-	-	7.00	1½ T.	1½ T.	8	8	48	-	
At end of one year, . . . .	-	-	9.00	1½ T.	1½ T.	8	8	48	-	
At end of one and one-half years, . . . . .	-	-	9.50	1½ T.	1½ T.	8	8	48	-	

<sup>1</sup> During 4 months, 4½ hours on Saturday, 44½ hours a week.<sup>2</sup> Scale in effect throughout the State, wherever commercial telegraphers are employed in similar offices.<sup>3</sup> Before 6 P.M., 66 cents an hour; after 6 P.M., 76 cents an hour.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Telephone Operators, Day</b> — Con.										
<b>Lawrence — Con.</b>										
At end of two and one-half years, . . . . .	-	-	\$10.50	1½ T.	1½ T.	8	8	48	-	
At end of four years, . . . . .	-	-	12.00	1½ T.	1½ T.	8	8	48	-	
Clerks, . . . . .	-	-	11.50	1½ T.	1½ T.	8	8	48	-	
Senior operators, . . . . .	-	-	13.00	1½ T.	1½ T.	8	8	48	-	
Supervisors, . . . . .	-	-	<sup>1</sup> 15.00-17.00	1½ T.	1½ T.	8	8	48	-	
<b>Lowell:</b>										
During training period (student), . . . . .	-	-	5.00	-	-	28	28	248	-	
On assignment as student operator, . . . . .	-	-	6.00	1½ T.	1½ T.	28	28	248	-	
At end of three months, . . . . .	-	-	7.00	1½ T.	1½ T.	28	28	248	-	
At end of eight months, . . . . .	-	-	8.00	1½ T.	1½ T.	28	28	248	-	
At end of one year, . . . . .	-	-	9.00	1½ T.	1½ T.	28	28	248	-	
At end of one and one-half years, . . . . .	-	-	9.50	1½ T.	1½ T.	28	28	248	-	
At end of two years, . . . . .	-	-	10.00	1½ T.	1½ T.	28	28	248	-	
At end of two and one-half years, . . . . .	-	-	10.50	1½ T.	1½ T.	28	28	248	-	
At end of three years, . . . . .	-	-	11.00	1½ T.	1½ T.	28	28	248	-	
At end of three and one-half years, . . . . .	-	-	11.50	1½ T.	1½ T.	28	28	248	-	
At end of four years, . . . . .	-	-	12.00	1½ T.	1½ T.	28	28	248	-	
At end of five years, . . . . .	-	-	12.50	1½ T.	1½ T.	28	28	248	-	
At end of six years, . . . . .	-	-	13.00	1½ T.	1½ T.	28	28	248	-	
At end of seven years, . . . . .	-	-	14.00	1½ T.	1½ T.	28	28	248	-	
Clerks, . . . . .	-	-	<sup>1</sup> 9.00-14.00	1½ T.	1½ T.	28	28	248	-	
Clerks, chief, . . . . .	-	-	<sup>1</sup> 14.00-17.00	1½ T.	1½ T.	28	28	248	-	
Clerks, senior, . . . . .	-	-	<sup>1</sup> 10.00-15.00	1½ T.	1½ T.	28	28	248	-	
Senior operators, . . . . .	-	-	<sup>1</sup> 10.00-15.00	1½ T.	1½ T.	28	28	248	-	
Supervisors, . . . . .	-	-	<sup>1</sup> 15.50-17.00	1½ T.	1½ T.	28	28	248	-	
<b>Marlborough:</b>										
During training period (student), . . . . .	-	-	4.00	-	3-	28	28	248	4-	
On assignment as student operator, . . . . .	-	-	6.00	-	3-	28	28	248	4-	
At end of three months, . . . . .	-	-	6.50	-	3-	28	28	248	4-	
At end of six months, . . . . .	-	-	7.00	-	3-	28	28	248	4-	
At end of nine months, . . . . .	-	-	7.50	-	3-	28	28	248	4-	
At end of one year, . . . . .	-	-	8.00	-	3-	28	28	248	4-	
At end of one and one-half years, . . . . .	-	-	8.50	-	3-	28	28	248	4-	
At end of two and one-half years, . . . . .	-	-	9.00	-	3-	28	28	248	4-	
At end of four years, . . . . .	-	-	10.00	-	3-	28	28	248	4-	
Clerks, . . . . .	-	-	<sup>1</sup> 9.00-10.00	-	3-	28	28	248	4-	
Senior operators, . . . . .	-	-	<sup>1</sup> 9.00-11.00	-	3-	28	28	248	4-	
Supervisors, . . . . .	-	-	<sup>1</sup> 11.50-13.00	-	3-	28	28	248	4-	

<sup>1</sup> Range of rates, from minimum to maximum, paid according to length of service.

<sup>2</sup> Work 7 hours a day, 42 hours a week, on afternoon-evening or forenoon-evening assignments — so-called "split trick."

<sup>3</sup> On holidays, double time; on Sundays, time and one-half.

<sup>4</sup> Arrangements made for certain number of employees to have half-holiday each week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages	HOURS OF LABOR		OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages	HOURS OF LABOR	
		Day	Week			Day	Week
<b>Telephone Employees.<sup>1</sup></b>				<b>Telephone Employees—Con.</b>			
<i>Clerks.</i>				<i>Clerks, Senior—Con.</i>			
On assignment, . . . . .	\$9.00	8	48	At end of two years, . . . . .	\$12.00	8	48
At end of six months, . . . . .	9.50	8	48	At end of two and one-half years, . . . . .	12.50	8	48
At end of one year, . . . . .	10.00	8	48	At end of three years, . . . . .	13.00	8	48
At end of one and one-half years, . . . . .	10.50	8	48	At end of three and one-half years, . . . . .	13.50	8	48
At end of two years, . . . . .	11.00	8	48	At end of four years, . . . . .	14.00	8	48
At end of two and one-half years, . . . . .	11.50	8	48	At end of four and one-half years, . . . . .	14.50	8	48
At end of three years, . . . . .	12.00	8	48	At end of five years, . . . . .	15.00	8	48
At end of three and one-half years, . . . . .	12.50	8	48				
At end of four years, . . . . .	13.00	8	48	<i>Messengers (Women).</i>			
At end of four and one-half years, . . . . .	13.50	8	48	During training period, . . . . .	5.00	8	48
At end of five years, . . . . .	14.00	8	48	On assignment, . . . . .	6.00	8	48
<i>Clerks, Chief.</i>				<i>Pay Station Attendants.</i>			
On assignment, . . . . .	14.00	8	48	On assignment, . . . . .	9.00	8	48
At end of six months, . . . . .	14.50	8	48	At end of six months, . . . . .	9.50	8	48
At end of one year, . . . . .	15.00	8	48	At end of one year, . . . . .	10.00	8	48
At end of one and one-half years, . . . . .	15.50	8	48	At end of one and one-half years, . . . . .	10.50	8	48
At end of two years, . . . . .	16.00	8	48	At end of two years, . . . . .	11.00	8	48
At end of two and one-half years, . . . . .	16.50	8	48	At end of two and one-half years, . . . . .	11.50	8	48
At end of three years, . . . . .	17.00	8	48	At end of three years, . . . . .	12.00	8	48
<i>Clerks, Senior.</i>				At end of three and one-half years, . . . . .	12.50	8	48
On assignment, . . . . .	10.00	8	48	At end of four years, . . . . .	13.00	8	48
At end of six months, . . . . .	10.50	8	48	At end of four and one-half years, . . . . .	13.50	8	48
At end of one year, . . . . .	11.00	8	48	At end of five years, . . . . .	14.00	8	48
At end of one and one-half years, . . . . .	11.50	8	48				

<sup>1</sup> Employed in Boston Metropolitan Division, Holyoke, Lynn, New Bedford, Springfield, and Worcester.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	WEEKLY RATES OF WAGES			WEEKLY HOURS OF LABOR <sup>1</sup>				
	Day or Evening Assignments	Split-trick <sup>2</sup> or First-half Night Assignments	Last-half Night Assignments	Day Assignments	Evening Assignments	Split-trick <sup>2</sup> Assignments	First-half Night Assignments	Last-half Night Assignments
<b>Telephone Operators.<sup>3</sup></b>								
<i>Operators.</i>								
During training period, . . .	\$5 00	—	—	—	—	—	—	—
As student operator, <sup>4</sup> . . .	6.00	\$7.00	\$8.00	45	33	39	33	45
At end of three months, . . .	7.00	8 00	9.00	45	33	39	33	45
At end of eight months, . . .	8.00	9.00	10.00	45	33	39	33	45
At end of one year, . . .	9.00	10.00	11.00	45	33	39	33	45
At end of one and one-half years, . . .	9.50	10.50	11.50	45	33	39	33	45
At end of two years, . . .	10.00	11.00	12.00	45	33	39	33	45
At end of two and one-half years, . . .	10.50	11.50	12.50	45	33	39	33	45
At end of three years, . . .	11.00	12.00	13.00	45	33	39	33	45
At end of three and one-half years, . . .	11.50	12.50	13.50	45	33	39	33	45
At end of four years, . . .	12.00	13.00	14.00	45	33	39	33	45
At end of five years, . . .	12.50	13.50	14.50	45	33	39	33	45
At end of six years, . . .	13.00	14.00	15.00	45	33	39	33	45
At end of seven years, . . .	14.00	15.00	16.00	45	33	39	33	45
<i>Operators, Senior.</i>								
On assignment, . . .	10.00	11.00	12.00	45	33	39	33	45
At end of six months, . . .	10.50	11.50	12.50	45	33	39	33	45
At end of one year, . . .	11.00	12.00	13.00	45	33	39	33	45
At end of one and one-half years, . . .	11.50	12.50	13.50	45	33	39	33	45
At end of two years, . . .	12.00	13.00	14.00	45	33	39	33	45
At end of two and one-half years, . . .	12.50	13.50	14.50	45	33	39	33	45
At end of three years, . . .	13.00	14.00	15.00	45	33	39	33	45
At end of three and one-half years, . . .	13.50	14.50	15.50	45	33	39	33	45
At end of four years, . . .	14.00	15.00	16.00	45	33	39	33	45
At end of four and one-half years, . . .	14.50	15.50	16.50	45	33	39	33	45
At end of five years, . . .	15.00	16.00	17.00	45	33	39	33	45
<i>Supervisors.</i>								
On assignment, . . .	15.50	16.50	17.50	44	33	38	33	44
At end of six months, . . .	16.00	17.00	18.00	44	33	38	33	44
At end of one year, . . .	16.50	17.50	18.50	44	33	38	33	44
At end of one and one-half years, . . .	17.00	18.00	19.00	44	33	38	33	44

<sup>1</sup> Hours of labor do not include one-half hour granted daily in two rest periods of 15 minutes each; daily hours for operators and senior operators, for the 5 stated assignments are, respectively,  $7\frac{1}{2}$ ,  $5\frac{1}{2}$ ,  $6\frac{1}{2}$ ,  $5\frac{1}{2}$ , and  $7\frac{1}{2}$ , exclusive of rest periods and lunch time; supervisors work same daily and weekly hours except on day assignments, when  $7\frac{1}{2}$  hours a day are worked, and on "split-trick" assignments, when  $6\frac{1}{2}$  hours a day are worked.

<sup>2</sup> Forenoon-evening and afternoon-evening assignments are known as "split tricks."

<sup>3</sup> Employed in Boston Metropolitan Division, Holyoke, Lynn, New Bedford, Springfield, and Worcester.

The data presented in the following table, showing the *average* weekly wages paid to operators in February, 1917, not including any overtime worked, are more truly representative of the actual conditions than the rates above quoted, for the reason that a large proportion of the operators, because of length of service, are receiving the higher rates of pay:—

LOCALITIES.	AVERAGE WEEKLY WAGES		
	Operators	Senior Operators	Supervisors
Metropolitan Division — Boston, . . . . .	\$12.43	\$15.61	\$18.03
Holyoke, . . . . .	12.48	15.40	18.17
Lynn, . . . . .	12.92	15.74	17.67
New Bedford, . . . . .	12.64	15.99	17.73
Springfield, . . . . .	12.22	14.48	17.98
Worcester, . . . . .	11.91	15.03	18.12

<sup>4</sup> After one month of employment.

TABLE 11. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY <sup>1</sup> —			OVERTIME <sup>2</sup>		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Carpenters (Combination Houses).</b>									
Boston, . . . . .	—	—	\$30.00	\$0.75	\$0.75	—	—	—	—
Fall River, . . . . .	—	—	22.00	.40	.50	—	—	—	—
Fitchburg, . . . . .	\$2.00	—	22.00	.50	.50	—	—	—	—
Haverhill, . . . . .	—	\$3.33 <sup>1</sup> / <sub>3</sub>	20.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	\$ 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	5.00	20.00	.50	1½ T.	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	18.00	.30	.60	—	—	—	—
Northampton, . . . . .	—	4.00	20.00	.40	.80	—	—	—	—
Salem, . . . . .	—	—	25.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	—	27.00	.50	1.10	—	—	—	—
Taunton, . . . . .	1.50	—	22.50	.50	.50	—	—	—	—
Worcester, . . . . .	—	—	25.00	.50	.50	—	—	—	—
<b>Carpenters (Stock Theatres).</b>									
Brockton, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	35.00	.40	.50	—	—	—	—
Fitchburg, . . . . .	2.00	—	25.00	.50	.75	—	—	—	—
Haverhill, . . . . .	—	4.16 <sup>2</sup> / <sub>3</sub>	25.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	\$ 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	25.00	—	1½ T.	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	25.00	.30	.60	—	—	—	—
Northampton, . . . . .	—	—	27.00	—	—	—	—	—	—
Salem, . . . . .	—	—	30.00	.50	.75	—	—	—	—
Taunton, . . . . .	1.50	—	22.50	.50	.50	—	—	—	—
Waltham, . . . . .	3.00	6.00	30.00	.75	2 T.	—	—	—	—
Worcester, . . . . .	—	—	30.00	.50	2 T.	—	—	—	—
<b>Carpenters (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	20.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	22.00	.40	.50	—	—	—	—
Fitchburg, . . . . .	2.00	—	20.00	.50	.50	—	—	—	—
Framingham (see Waltham), . . . . .	—	—	—	—	—	—	—	—	—
Haverhill (small houses), . . . . .	—	3.33 <sup>1</sup> / <sub>3</sub>	20.00	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	—	\$ 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	20.00	.50	1½ T.	—	—	—	—
Lawrence (small houses), . . . . .	—	—	20.00	.50	.50	—	—	—	—
Natick (see Waltham), . . . . .	—	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
Newton (see Waltham), . . . . .	—	—	—	—	—	—	—	—	—

<sup>1</sup> With the exception of Moving Picture Operators there are no regular hours for employees in this classification. Wages are paid by the performance, by the day, or by the week, regardless of the number of hours worked. The three rates in the different localities are shown, where possible, but have no connection with each other, although entered on the same line for convenience.

<sup>2</sup> Overtime is any time worked before hour set for reporting at theatre, or after stage has been cleared after performance, or work on Sunday. For explanation of symbols, see note 1 on page 8.

<sup>3</sup> For work on Sunday.

<sup>4</sup> Rate went into effect November 1, 1916; former rate was \$18 a week.

<sup>5</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.

<sup>6</sup> On Sunday, double time, except regular rate when putting on show.

<sup>7</sup> Per morning of 3 hours or less, 75 cents.

<sup>8</sup> Rate went into effect November 1, 1916; former rate was \$22 a week.

<sup>9</sup> Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
<b>Carpenters (Vaudeville Houses) — Con.</b>									
North Adams, . . . . .	-	-	\$18.00	\$0.30	\$0.60	-	-	-	-
Northampton, . . . . .	-	-	20.00	-	-	-	-	-	-
Salem, . . . . .	-	-	18.00	.50	.75	-	-	-	-
Springfield, . . . . .	-	-	27.00	.50	1.10	-	-	-	-
Taunton, . . . . .	\$1.50	-	<sup>1</sup> 22.50	<sup>2</sup> .50	.50	-	-	-	-
Waltham, <sup>3</sup> . . . . .	2.00	\$4.00	22.00	.60	2 T.	-	-	-	-
Worcester, . . . . .	-	-	25.00	.50	2 T.	-	-	-	-
<b>Carpenters, Assistant (Combination Houses).</b>									
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
Northampton, . . . . .	-	3.50	18.00	.30	.60	-	-	-	-
<b>Carpenters, Assistant (Stock Theatres).</b>									
Haverhill, . . . . .	-	-	22.50	.50	.75	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
Northampton, . . . . .	-	-	23.00	-	-	-	-	-	-
Salem, . . . . .	-	-	20.00	.50	.75	-	-	-	-
<b>Carpenters, Assistant (Vaudeville Houses).</b>									
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
<b>Electricians (Combination Houses).</b>									
Boston, . . . . .	-	-	25.00	.75	.75	-	-	-	-
Fitchburg, . . . . .	1.50	-	16.00	.50	.50	-	-	-	-
Holyoke, . . . . .	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	5.00	18.00	.50	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
North Adams, . . . . .	-	-	16.00	.30	.60	-	-	-	-
Northampton, . . . . .	-	3.50	18.00	.30	.60	-	-	-	-
Salem, . . . . .	-	-	17.00	.50	.75	-	-	-	-
Springfield, . . . . .	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton, . . . . .	1.50	-	18.00	<sup>2</sup> .50	.50	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	<sup>4</sup> -	-	-	-	-
<b>Electricians (Stock Theatres).</b>									
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fitchburg, . . . . .	1.50	-	16.00	<sup>5</sup> .50	<sup>5</sup> .50	-	-	-	-
Holyoke, . . . . .	1.50	-	18.00	.50	.50	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
North Adams, . . . . .	-	-	16.00	.30	.60	-	-	-	-
Northampton, . . . . .	-	-	23.00	-	-	-	-	-	-
Salem, . . . . .	-	-	19.00	.50	.75	-	-	-	-
Taunton, . . . . .	1.50	-	18.00	<sup>2</sup> .50	.50	-	-	-	-
Waltham, . . . . .	2.00	4.00	22.00	.60	2 T.	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	2 T.	-	-	-	-

<sup>1</sup> Rate went into effect November 1, 1916; former rate was \$18 a week.<sup>2</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.<sup>3</sup> Same rates apply in Framingham, Natick, and Newton.<sup>4</sup> On Sunday, double time, except regular rate when putting on show.<sup>5</sup> Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Electricians (Vaudeville Houses).</b>									
Boston, . . . . .	-	-	\$25.00	\$0.75	\$0.75	-	-	-	-
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fitchburg, . . . . .	\$1.50	-	16.00	.50	.50	-	-	-	-
Framingham (see Waltham).	-	-	-	-	-	-	-	-	-
Holyoke, . . . . .	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	-	18.00	.50	1½ T.	-	-	-	-
Natick (see Waltham).	-	-	-	-	-	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
Newton (see Waltham).	-	-	-	-	-	-	-	-	-
North Adams, . . . . .	-	-	16.00	.30	.60	-	-	-	-
Springfield, . . . . .	-	\$4.50	22.00	.50	1.00	-	-	-	-
Taunton, . . . . .	1.50	-	18.00	1.50	.50	-	-	-	-
Waltham, <sup>2</sup> . . . . .	1.75	3.00	20.00	.50	2 T.	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	2 T.	-	-	-	-
<b>Firemen, Stationary.</b>									
Worcester, . . . . .	-	3.00	18.00	-	-	8	8	48	-
<b>Flymen (Combination Houses).</b>									
Boston, . . . . .	1.75	-	-	.50	.50	-	-	-	-
Fall River, . . . . .	1.50	-	-	.40	.50	-	-	-	-
Fitchburg, . . . . .	1.50	-	15.00	.50	.50	-	-	-	-
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke, . . . . .	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence, . . . . .	1.50	-	-	.50	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	18.00	.50	1.00	-	-	-	-
North Adams, . . . . .	-	-	15.00	.30	.60	-	-	-	-
Northampton, . . . . .	1.00	-	-	.30	.60	-	-	-	-
Northampton (head), . . . . .	1.50	-	15.00	.30	.60	-	-	-	-
Salem, . . . . .	1.25	-	-	.50	.75	-	-	-	-
Springfield, . . . . .	2.00	-	20.00	.50	1.00	-	-	-	-
Taunton, . . . . .	1.50	-	<sup>3</sup> 16.00	1.50	.50	-	-	-	-
Worcester, . . . . .	1.50	-	20.00	.50	4 -	-	-	-	-
<b>Flymen (Stock Theatres).</b>									
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fall River, . . . . .	-	-	20.00	.40	.50	-	-	-	-
Fitchburg, . . . . .	1.50	-	15.00	<sup>5</sup> .50	<sup>5</sup> .50	-	-	-	-
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	-	-	-	-
Holyoke, . . . . .	1.50	-	18.00	.50	.50	-	-	-	-
Lawrence, . . . . .	1.50	-	-	-	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	18.00	.50	1.00	-	-	-	-
North Adams, . . . . .	-	-	15.00	.30	.60	-	-	-	-
Northampton, . . . . .	1.00	-	-	-	-	-	-	-	-
Northampton (head), . . . . .	-	-	15.00	-	-	-	-	-	-
Salem, . . . . .	1.25	-	-	.50	.75	-	-	-	-
Taunton, . . . . .	1.50	-	<sup>3</sup> 16.00	1.50	.50	-	-	-	-
Waltham, . . . . .	1.75	3.50	20.00	.50	2 T.	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	2 T.	-	-	-	-
<b>Flymen (Vaudeville Houses).</b>									
Boston, . . . . .	-	-	20.00	.50	.50	-	-	-	-
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fall River, . . . . .	-	-	17.00	.40	.50	-	-	-	-

<sup>1</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.<sup>2</sup> Same rates apply in Framingham, Natick, and Newton.<sup>3</sup> Rate went into effect November 1, 1916; former rate was \$15 a week.<sup>4</sup> On Sunday, double time, except regular rate when putting on show.<sup>5</sup> Per morning of 3 hours or less, 75 cents.



TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
<b>Flymen (Vaudeville Houses) — Con.</b>									
Fitchburg, . . . . .	\$1.50	—	\$15.00	\$0.50	\$0.50	—	—	—	—
Framingham ( <i>see</i> Waltham), . . . . .	—	—	—	—	—	—	—	—	—
Haverhill (small houses), . . . . .	—	\$2.80	16.80	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	18.00	.50	1½ T.	—	—	—	—
Lawrence (small houses), . . . . .	—	—	16.80	1 —	1 —	—	—	—	—
Natick ( <i>see</i> Waltham), . . . . .	—	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Newton ( <i>see</i> Waltham), . . . . .	—	—	—	—	—	—	—	—	—
North Adams, . . . . .	—	—	15.00	.30	.60	—	—	—	—
Salem, . . . . .	1.25	—	—	.50	.75	—	—	—	—
Springfield, . . . . .	2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	1.50	—	<sup>2</sup> 16.00	<sup>3</sup> .50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	1.50	3.00	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Grips (Combination Houses).</b>									
Boston, . . . . .	1.75	—	—	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	.40	.50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	—	.50	1½ T.	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	15.00	.30	.60	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Salem, . . . . .	1.25	—	—	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.10	—	—	—	—
Taunton, . . . . .	1.50	—	<sup>2</sup> 16.00	<sup>3</sup> .50	.50	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	.50	<sup>6</sup> —	—	—	—	—
<b>Grips (Stock Theatres).</b>									
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	20.00	.40	.50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	<sup>6</sup> .50	<sup>6</sup> .50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	15.00	.30	.60	—	—	—	—
Northampton, . . . . .	1.00	—	—	—	—	—	—	—	—
Salem, . . . . .	1.25	—	—	.50	.75	—	—	—	—
Taunton, . . . . .	1.50	—	<sup>2</sup> 16.00	<sup>3</sup> .50	.50	—	—	—	—
Waltham, . . . . .	1.75	3.50	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Grips (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	17.00	.40	.50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—

<sup>1</sup> Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

<sup>2</sup> Rate went into effect November 1, 1916; former rate was \$15 a week.

<sup>3</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> On Sunday, double time, except regular rate when putting on show.

<sup>6</sup> Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
<b>Grips (Vaudeville Houses) — Con.</b>									
Framingham (see Waltham).									
Haverhill (small houses),	—	\$2.80	\$16.80	\$0.50	1½ T.	—	—	—	—
Holyoke, . . . . .	\$1.50	—	18.00	.50	\$0.50	—	—	—	—
Lawrence, . . . . .	—	—	18.00	.50	1½ T.	—	—	—	—
Lawrence (small houses),	—	—	16.80	1 —	1 —	—	—	—	—
Natick (see Waltham).									
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Newton (see Waltham).									
North Adams, . . . . .	—	—	15.00	.30	.60	—	—	—	—
Salem, . . . . .	1.25	—	—	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	1.50	—	<sup>2</sup> 16.00	<sup>3</sup> .50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	1.50	3.00	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Lighting Operators (Combination Houses).</b>									
Boston (bridge and stage), .	1.75	—	12.00	.50	.50	—	—	—	—
Boston (front), . . . . .	2.00	—	14.00	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	.40	.50	—	—	—	—
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford, . . . . .	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front), . . . . .	1.00	—	—	.30	.60	—	—	—	—
Northampton (front), . . .	1.50	—	—	.30	.60	—	—	—	—
Northampton (stage), . . .	1.00	—	—	.30	.60	—	—	—	—
Salem (bridge and stage), . .	1.25	—	—	.50	.75	—	—	—	—
Salem (front), . . . . .	1.50	—	—	.50	.75	—	—	—	—
Springfield, . . . . .	1.50	—	—	—	—	—	—	—	—
Taunton (front and stage), .	<sup>5</sup> 1.50	—	16.00	<sup>3</sup> .50	.50	—	—	—	—
Worcester (picture houses, front), . . . . .	1.50	—	—	—	—	—	—	—	—
Worcester (picture houses, stage), . . . . .	1.25	—	—	—	—	—	—	—	—
<b>Lighting Operators (Stock Theatres).</b>									
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford, . . . . .	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front), . . . . .	1.00	—	—	.30	.60	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Salem (bridge and stage), . .	1.25	—	—	.50	.75	—	—	—	—
Salem (front), . . . . .	1.50	—	—	.50	.75	—	—	—	—
Taunton (front and stage), .	<sup>5</sup> 1.50	—	16.00	<sup>3</sup> .50	.50	—	—	—	—

<sup>1</sup> Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.

<sup>2</sup> Rate went into effect November 1, 1916; former rate was \$15 a week.

<sup>3</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> Rate went into effect November 1, 1916; former rate was \$1.25 a performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
<b>Lighting Operators (Vaudeville Houses).</b>						Mon- day to Fri- day	Sat- urday		
Boston (bridge and stage), .	\$1.75	—	\$18.00	\$0.50	\$0.50	—	—	—	—
Boston (front), . . . . .	2.00	—	21.00	.50	.50	—	—	—	—
Haverhill (bridge and front),	1.50	\$3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	—	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T.	—	—	—	—
New Bedford, . . . . .	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front), . . . . .	1.00	—	—	.30	.60	—	—	—	—
Salem (bridge and stage), . .	1.25	—	—	.50	.75	—	—	—	—
Salem (front), . . . . .	1.50	—	—	.50	.75	—	—	—	—
Springfield, . . . . .	1.50	—	—	—	—	—	—	—	—
Taunton (front and stage), .	1.50	—	16.00	2.50	.50	—	—	—	—
<b>Moving Picture Operators.</b>									
Boston, . . . . .	—	—	20.00	.75	.75	7	7	42	—
Brockton, . . . . .	4 —	5 4.00	20.00	.75	.75	6	6	36	—
<b>Fitchburg:</b>									
Operators (six nights and one matinee), . . . . .	3.00	—	16.00	1.00	1.00	3	3	21	—
Picture houses (head op- erators), . . . . .	3.00	—	22.00	1.00	1.00	6	6	36	—
Picture houses (operators),	3.00	—	20.00	1.00	1.00	6	6	36	—
Vaudeville houses, . . . . .	3.00	—	20.00	1.00	1.00	6	6	36	—
Holyoke, . . . . .	6 —	3.66½	22.00	.75	1.00	6	6	36	—
Holyoke (six nights and one matinee), . . . . .	6 —	—	18.00	.75	1.00	3	3	21	—
Lawrence, . . . . .	—	7 3.15	23.05	.75	.75	6	7	44	—
Lowell, . . . . .	—	8 3.50	21.00	.75	.75	6	7	37	—
Lynn (see Salem).									
New Bedford, . . . . .	—	9 3.50	21.00	Reg.	Reg.	6	6	36	—
North Adams (first men), . .	—	—	20.00	.30	.60	—	—	—	—
North Adams (second men), .	—	—	18.00	.30	.60	—	—	—	—
Northampton (picture houses, two shows daily), . . . . .	—	9 —	18.00	.50	.75	7	7	42	—
Salem, <sup>10</sup> . . . . .	—	—	20.00	.30	.75	—	—	—	—
Springfield, <sup>11</sup> . . . . .	—	—	—	—	—	—	—	—	—
<b>First operators:</b>									
Theatres seating over 300,	—	—	21.00	.50	.75	12 10— 12 12	12 10— 12 12	—	—
Theatres seating over 300,	—	—	20.00	.50	.75	12 7— 10 10	12 7— 10 10	—	—
Theatres seating 300 or less,	—	—	19.00	.50	.75	12 10— 12 12	12 10— 12 12	—	—
Theatres seating 300 or less,	—	—	18.00	.50	.75	12 7— 10 10	12 7— 10 10	—	—

<sup>1</sup> Rate went into effect November 1, 1916; former rate was \$1.25 a performance.<sup>2</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.<sup>3</sup> When 45½ hours comprise a week's work (3½ hours on Sunday evening), men receive \$24.<sup>4</sup> For special performances on Sundays and holidays, men receive \$5.<sup>5</sup> Where machine must be set up, men receive \$5.<sup>6</sup> For special performances on Sundays and holidays, \$6; on other days, \$5.<sup>7</sup> Work 7 hours on Sunday, for which \$4.15 is paid.<sup>8</sup> When 7 hours is worked on Sunday (44 hours a week), \$4 is paid.<sup>9</sup> For work on Sunday, \$5 is paid for 6 hours.<sup>10</sup> Same rates apply in Lynn.<sup>11</sup> Does not include special performance rates or part-time rates.<sup>12</sup> Hours of continuous performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
<b>Moving Picture Operators</b> — Con.									
Springfield — Con.									
Operators (two daily per- formances):									
Theatres seating 1,000 or over,	-	-	\$22.00	\$0.50	\$0.75	6	6	36	-
Theatres seating 1,000 or over,	-	-	24.00	.50	.75	7	7	42	-
Theatres seating under 1,000,	-	-	20.00	.50	.75	6	6	36	-
Theatres seating under 1,000,	-	-	22.00	.50	.75	7	7	42	-
Operators (six nights and one matinee),	-	-	17.00	.50	.75	3	3	21	-
Operators (straight stock),	-	-	20.00	.50	.75	-	-	-	-
Operators (straight vaude- ville),	-	-	22.00	.50	.75	6	6	36	-
Operators (straight vaude- ville),	-	-	24.00	.50	.75	7	7	42	-
Taunton, . . . . . <sup>1</sup>	\$2.00	-	20.00	.75	.75	<sup>2</sup> 6	<sup>2</sup> 6	<sup>2</sup> 30	-
Waltham, . . . . .	5.00	-	20.00	.75	-	-	-	-	-
Worcester, . . . . .	-	<sup>3</sup> \$4.00	24.00	<sup>4</sup> .50	-	6	6	36	-
<b>Property men (Combination Houses).</b>									
Boston, . . . . .	-	-	25.00	.75	.75	-	-	-	-
Fall River, . . . . .	-	-	17.00	.40	.50	-	-	-	-
Fitchburg, . . . . .	1.75	-	17.50	.50	.50	-	-	-	-
Haverhill, . . . . .	-	3.00	18.00	.50	.75	-	-	-	-
Holyoke, . . . . .	-	<sup>5</sup> 3.50	20.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	5.00	18.00	.50	.50	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1½ T.	-	-	-	-
North Adams, . . . . .	-	-	15.00	.30	.60	-	-	-	-
Northampton, . . . . .	-	3.50	18.00	.30	.60	-	-	-	-
Salem, . . . . .	-	-	17.00	.50	.75	-	-	-	-
Springfield, . . . . .	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton, . . . . .	1.50	-	<sup>6</sup> 18.00	.75	.50	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	<sup>8</sup> -	-	-	-	-
<b>Property men (Stock Theatres).</b>									
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fall River, . . . . .	-	-	25.00	.40	.50	-	-	-	-
Fitchburg, . . . . .	1.75	-	17.50	<sup>9</sup> .50	<sup>9</sup> .50	-	-	-	-
Haverhill, . . . . .	-	3.50	21.00	.50	.75	-	-	-	-
Holyoke, . . . . .	-	3.50	20.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	-	20.00	-	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
North Adams, . . . . .	-	-	15.00	.30	.60	-	-	-	-
Northampton, . . . . .	-	-	20.00	.30	.60	-	-	-	-
Salem, . . . . .	-	-	19.00	.50	.75	-	-	-	-
Taunton, . . . . .	1.50	-	<sup>6</sup> 18.00	.75	.50	-	-	-	-
Waltham, . . . . .	2.25	4.50	20.00	.60	2 T.	-	-	-	-
Worcester, . . . . .	-	-	22.00	.50	2 T.	-	-	-	-

<sup>1</sup> For performance Sunday evening \$3.50 for not more than 3 hours.<sup>2</sup> Hours went into effect November 1, 1916; former hours were 7 a day, 42 a week.<sup>3</sup> Where machine must be set up, men receive \$5.<sup>4</sup> Regular rate when running machine.<sup>5</sup> For work on Sunday.<sup>6</sup> Rate went into effect November 1, 1916; former rate was \$14 a week.<sup>7</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.<sup>8</sup> On Sunday, double time, except regular rate when putting on show.<sup>9</sup> Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Propertymen (Vaudeville Houses).</b>									
Boston, . . . . .	-	-	\$20.00	\$0.75	\$0.75	-	-	-	-
Brockton, . . . . .	-	-	16.00	.50	.75	-	-	-	-
Fall River, . . . . .	-	-	17.00	.40	.50	-	-	-	-
Fitchburg, . . . . .	\$1.75	-	17.50	.50	.50	-	-	-	-
Framingham (see Waltham).									
Haverhill (small houses), .	-	\$3.00	18.00	.50	1½ T.	-	-	-	-
Holyoke, . . . . .	-	<sup>1</sup> 3.50	20.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	-	18.00	.50	1½ T.	-	-	-	-
Lawrence (small houses), .	-	-	15.00	<sup>2</sup> -	-	-	-	-	-
Natick (see Waltham).									
New Bedford, . . . . .	-	-	22.50	.50	1.00	-	-	-	-
Newton (see Waltham).									
North Adams, . . . . .	-	-	15.00	.30	.60	-	-	-	-
Salem, . . . . .	-	-	15.00	.50	.75	-	-	-	-
Springfield, . . . . .	-	4.50	22.00	.50	1.00	-	-	-	-
Taunton, . . . . .	1.50	-	<sup>3</sup> 18.00	4.50	.50	-	-	-	-
Waltham, <sup>5</sup> . . . . .	2.00	4.00	18.00	.50	2 T.	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	2 T.	-	-	-	-
<b>Propertymen, Assistant (Combination Houses).</b>									
Fitchburg, . . . . .	.50	-	8.00	.50	.50	-	-	-	-
New Bedford, . . . . .	-	-	18.00	.50	1.00	-	-	-	-
Springfield, . . . . .	-	-	14.00	.50	1.00	-	-	-	-
<b>Propertymen, Assistant (Stock Theatres).</b>									
Fitchburg, . . . . .	.50	-	8.00	<sup>6</sup> .50	<sup>6</sup> .50	-	-	-	-
Haverhill, . . . . .	-	3.16 <sup>2</sup> <sub>3</sub>	19.00	.50	.75	-	-	-	-
Lawrence, . . . . .	-	-	15.00	-	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	18.00	.50	1.00	-	-	-	-
<b>Propertymen, Assistant (Vaudeville Houses).</b>									
Fitchburg, . . . . .	.50	-	8.00	.50	.50	-	-	-	-
Lawrence, . . . . .	-	-	18.00	.50	1½ T.	-	-	-	-
New Bedford, . . . . .	-	-	18.00	.50	1.00	-	-	-	-
Springfield, . . . . .	-	-	14.00	.50	1.00	-	-	-	-

<sup>1</sup> For work on Sunday.<sup>2</sup> Time and one-half is paid for all days where more than 3 shows are run, and more than 4 acts at any one performance.<sup>3</sup> Rate went into effect November 1, 1916; former rate was \$14 a week.<sup>4</sup> Rate went into effect November 1, 1916; former rate was 35 cents an hour.<sup>5</sup> Same rates apply in Framingham, Natick, and Newton.<sup>6</sup> Per morning of 3 hours or less, 75 cents.

TABLE 12. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Boxmakers.										
Boston (cigar):										
Compositors (wood printing), . . . . .	-	-	\$20.00	1½ T.	1½ T.	8½	4½	48	12	
Embossers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Foremen, . . . . .	-	-	22.00	1½ T.	1½ T.	8½	4½	48	12	
Fingers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bench), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bottom), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (frame), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (single), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (top), . . . . .	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Planers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Printers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Sawyers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Shippers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Trimmers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Woodpickers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Lawrence:										
Foremen, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Helpers, . . . . .	-	-	11.04	1½ T.	1½ T.	8½	4½	48	12	
Nailers, . . . . .	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Planers, . . . . .	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Sawyers, . . . . .	-	-	15.04	1½ T.	1½ T.	8½	4½	48	12	
Carpenters.										
Bench Hands.										
Boston (Unions A and B), . .	\$0.50	-	-	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	\$4.00	22.00	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
Cabinet Makers.										
Athol, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-	
Boston (Unions A and B), . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Salem (first class), . . . . .	.45½	-	22.00	1½ T.	2 T.	8½	4½	48	12	
Salem (second class), . . . . .	.41½	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (first class), . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester (first class), . . .	.37	-	-	1½ T.	2 T.	8½	4½	48	12	
Worcester (second class), . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
Helpers.										
Newton, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	-	-	12.00	1½ T.	2 T.	8½	4½	48	12	
Matchers.										
Boston (Unions A and B), . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Millwrights or Mill Hands (General).										
Boston (Unions A and B), . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.47	-	22.09	2 -	2 T.	-	5	47	12	
Holyoke, . . . . .	.35	-	-	2 T.	2 T.	9	5	50	12	
Maynard, . . . . .	-	-	16.09	1½ T.	1½ T.	9¾	5¼	54	12	
Salem (first class), . . . . .	.41¾	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Salem (second class), . . . .	.31¼	-	15.00	1½ T.	2 T.	8½	4½	48	12	
Springfield (first class), . .	-	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
Molders, Wood.										
Boston (irregular and straight, Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	

<sup>1</sup> For explanation of symbols see note 1 on page 8.<sup>2</sup> Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Molders, Wood — Con.</i>									
Everett (irregular and straight),	\$0.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12
Newton (irregular and straight),	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (first class),	.45 $\frac{5}{8}$	—	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Salem (second class),	.41 $\frac{2}{3}$	—	20.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Salem (irregular),	.45 $\frac{5}{8}$	—	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Springfield (irregular and straight),	—	—	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Mortisers.</i>									
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12
<i>Planer Hands.</i>									
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem,	.37 $\frac{1}{2}$	—	18.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Springfield (first class),	—	—	15.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Sanders.</i>									
Boston (mills, Unions A and B),	.45	—	—	2 T.	2 T.	8	4	44	12
Boston (shops, Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Newton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Springfield,	—	—	15.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Sawyers.</i>									
Boston (mills, Unions A and B),	.45	—	—	2 T.	2 T.	8	4	44	12
Boston (shops, Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem,	.34 $\frac{1}{8}$	—	16.75	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Springfield,	—	—	15.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Shippers.</i>									
Everett,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Newton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
<i>Shop Carpenters.</i>									
Boston (Unions A and B),	.50	—	—	2 T.	2 T.	8	4	44	12
Brockton,	.55	4.40	24.20	1 —	2 T.	8	4	44	12
Brockton (foremen),	.62 $\frac{1}{2}$	5.00	27.50	1 —	2 T.	8	4	44	12
Clinton,	.35	—	—	2 T.	2 T.	10	4	54	12
Fall River:									
Carpenters,	.48	3.84	21.12	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Foremen (Union A),	.50	4.00	22.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Foremen (Union B),	.57	4.56	25.08	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Apprentices (Union B):									
First year,	—	1.00	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Second year,	—	2.00	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Third year,	—	3.00	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Lynn,	.55	4.40	24.20	2 —	3 —	8	4	44	12
Lynn (foremen),	.65	5.20	—	2 —	3 —	8	4	44	12
Marlborough,	.47 $\frac{1}{2}$	—	—	4 —	2 T.	8	4	44	12
Northampton,	.45	3.60	19.80	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12

<sup>1</sup> Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

<sup>2</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>3</sup> On Labor Day, triple time; on other holidays and Sundays, double time.

<sup>4</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Carpenters — Con.</b>									
<i>Stock Cutters.</i>									
Boston (Unions A and B), .	\$0.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.45½	—	22.00	1½ T.	2 T.	8½	4½	48	12
Springfield (first class), .	—	—	18.00	1½ T.	2 T.	8½	4½	48	12
<i>Stock Fitters.</i>									
Boston (Unions A and B), .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (first class), . . .	.45½	—	22.00	1½ T.	2 T.	8½	4½	48	12
Salem (second class), . . .	.41½	—	20.00	1½ T.	2 T.	8½	4½	48	12
<i>Tenoners.</i>									
Boston (Unions A and B), .	.50	—	—	2 T.	2 T.	8	4	44	12
<i>Turners.</i>									
Boston (Unions A and B), .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Salem (first class), . . .	.45½	—	22.00	1½ T.	2 T.	8½	4½	48	12
Springfield (first class), .	—	—	20.00	1½ T.	2 T.	8½	4½	48	12
<b>Painters (Hardwood Finishers).</b>									
Boston:									
Polishers, . . . . .	—	—	18.00	—	—	9	5	50	12
Rubbers, . . . . .	—	—	16.10	—	—	9	5	50	12
Sandpaperers (for staining),	—	—	10.00	—	—	9	5	50	12
Sandpaperers (for varnish- ing and shellacking), . . .	—	—	13.00	—	—	9	5	50	12
Shellackers, . . . . .	—	—	16.10	—	—	9	5	50	12
Varnishers, . . . . .	—	—	16.10	—	—	9	5	50	12
<b>Pattern Makers, Wood.</b>									
Boston (concrete), . . . .	.48	—	24.00	1 —	2 T.	9	5	50	12
Boston (job), . . . . .	.47	—	23.50	1½ T.	2 T.	9	5	50	12
Fitchburg (manufacturing),	{ 2.40- .45	{ 3.90- 4.39	{ 21.60- 24.30	{ 1½ T. 1½ T.	{ 2 T. 2 T.	{ 9¾ 9	{ 5¼ 5	{ 54 50	{ 12 12
Fitchburg (job), . . . . .	.45	4.05	22.50	1½ T.	2 T.	9	5	50	12
Pittsfield, <sup>3</sup> . . . . .	.42	<sup>3</sup> 3.99	—	1¼ T.	—	9½	5	52½	12
Springfield, . . . . .	—	4.00	—	1 —	2 T.	{ 4 8- 9	{ 4 8- 9	{ 4 48- 54	{ 5 — 12
Taunton, . . . . .	.40	—	—	1½ T.	2 T.	{ 8 9	{ 4 4½	{ 44 49½	{ 12 12
Worcester, . . . . .	.45	4.50	24.75	1½ T.	2 T.	10	5	55	12
<b>Upholsterers.</b>									
Boston:									
Custom work, . . . . .	.48	—	23.04	1½ T.	2 T.	8½	4½	48	12
Shade men:									
First year, . . . . .	—	2.00	12.00	1½ T.	1½ T.	9	6 9	6 54	6 4
Second and third years, .	—	2.50	15.00	1½ T.	1½ T.	9	6 9	6 54	6 4
After three years, . . . .	—	3.00	18.00	1½ T.	1½ T.	9	6 9	6 54	6 4
Wholesale establishments, .	.50	4.50	25.00	1½ T.	1½ T.	9	5	50	12

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>2</sup> Minimum rates in different establishments; 40 cents, 42½ cents, and 45 cents.

<sup>3</sup> Prevailing average rate; no agreement establishing a minimum.

<sup>4</sup> On November 1, 1916, three establishments granted the 8-hour day; during September and October, 1916, hours were 8½ a day in these establishments. Job shops generally and a few corporation shops have granted the 8-hour day, with same pay as given previously for 9-hour day.

<sup>5</sup> Saturday half-holiday in effect in some establishments.

<sup>6</sup> During 4 months, 5 hours on Saturday, 50 hours a week.



TABLE 12. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Upholsterers — Con.</b>									
<i>Carpet Mechanics.</i>									
Boston (cutters, layers, measurers, and stitchers), .	\$0.52 <sup>1</sup> / <sub>11</sub>	\$4.18	\$23.00	1 -	2 T.	8	4	44	12
<b>Willow, Reed, and Rattan Workers.</b>									
Boston, . . . . .	.30	3.00	-	1½ T.	1½ T.	10	5	55	12
<b>Wood Carvers.</b>									
Boston, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 13. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
<b>Bill Posters and Billers.</b>										
Boston (foremen), . . . .	-	-	\$18.00	1½ T.	1½ T.	8	4	44	12	
Boston (helpers), . . . .	-	-	16.00	1½ T.	1½ T.	8	4	44	12	
Lawrence, <sup>2</sup> . . . . .	-	-	<sup>2</sup> 18.00	-	-	8	4	44	12	
Springfield (billers), . .	-	-	15.00	1½ T.	1½ T.	8	8	48	-	
Springfield (bill posters),	-	-	18.00	1½ T.	1½ T.	8	8	48	-	
<b>Bottle Sorters and Washers.</b>										
Boston:										
Sorters, first class, . . .	-	-	18.00	1½ T.	2 T.	9	9	54	-	
Sorters, second class, . .	-	-	16.00	1½ T.	2 T.	9	9	54	-	
Sorters, women, . . . . .	-	-	9.00	1½ T.	2 T.	9	9	54	-	
Washers, first class, . . .	-	-	15.00	1½ T.	2 T.	9	9	54	-	
Washers, second class, . .	-	-	13.00	1½ T.	2 T.	9	9	54	-	
Sorters and washers (begin- ners), . . . . .	-	-	9.00	1½ T.	2 T.	9	9	54	-	
Sorters and washers (after six weeks), . . . . .	-	-	13.00	1½ T.	2 T.	9	9	54	-	
<b>Clerks, Retail.</b>										
<i>Dry Goods Clerks.</i>										
Boston (men), <sup>2</sup> . . . . .	-	<sup>2</sup> \$2.00	12.00	\$0.25	\$0.25	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 3	
Boston (women), . . . . .	-	-	{ 6.00- 8.50	.25	.25	9	<sup>3</sup> 9	<sup>3</sup> 54	<sup>3</sup> 3	
Brockton, . . . . .	-	-	7.00	-	-	<sup>4</sup> 8	10½	<sup>5</sup> 52½	<sup>5</sup> 3	
<i>Grocery and Provision Clerks.</i>										
Brockton (men), . . . . .	-	1.66½ <sup>6</sup>	<sup>6</sup> 10.00	-	-	10	12	62	3	
Brockton (women), . . . .	-	-	8.50	-	-	9	9	54	3	
<i>Retail Clerks (Miscellaneous).</i>										
Taunton, . . . . .	-	-	14.50	-	-	<sup>7</sup> 9	13½	<sup>7</sup> 58½	<sup>7</sup> 2	
<i>Wine Clerks.</i>										
Springfield (first six months),	-	-	14.00	-	-	-	-	56	-	
Springfield (after six months),	-	-	16.00	-	-	-	-	56	-	
Worcester:										
Clerks, inexperienced, . .	-	-	14.00	1½ T.	2 T.	-	-	56	-	
Clerks, after one year's ex- perience, . . . . .	-	-	17.00	1½ T.	2 T.	-	-	56	-	
Rectifiers, . . . . .	-	-	19.00	1½ T.	2 T.	-	-	54	-	
Rectifiers, head, . . . . .	-	-	25.00	1½ T.	2 T.	-	-	54	-	
<b>Electrical Workers (Outsidemen).</b>										
<i>Cable Splicers.</i>										
Boston:										
Cable splicers, . . . . .	-	{ <sup>3</sup> 3.50 4.00 4.25 4.50	{ 21.00 24.00 25.50 27.00	1½ T.	1½ T.	8	8	48	3½	
Cable splicers, head, . . .	-	-	4.75	1½ T.	1½ T.	8	8	48	3½	
Cable splicers' helpers, . .	-	-	3.00	1½ T.	1½ T.	8	8	48	3½	

<sup>1</sup> For explanation of symbols see note 1 on p. 8.<sup>2</sup> Prevailing rate; no agreement enforcing a minimum.<sup>3</sup> During about 2 months, 4 stores close all day Saturday; work 45 hours a week.<sup>4</sup> One day, 10 hours.<sup>5</sup> During 3 months, 3½ hours on one day, 48 hours a week.<sup>6</sup> Minimum rate for all males except bundle boys. \*<sup>7</sup> During 2 months, 4 hours on one day, 53½ hours a week.<sup>8</sup> Minimum rates in different establishments.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
<b>Electrical Workers (Outsidemen) — Con.</b>									
<i>Linemen.</i>									
Boston:									
Linemen, . . . . .	-	\$4.00	-	1½ T.	1½ T.	9	9	54	-
Linemen, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Linemen, foremen, . . . . .	-	5.06¼	-	1½ T.	1½ T.	9	9	54	-
Linemen, foremen, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
Linemen, foremen, sub., . . . . .	-	4.50	-	1½ T.	1½ T.	9	9	54	-
Linemen's apprentices (first six months), . . . . .	-	2.20	-	1½ T.	1½ T.	9	9	54	-
Linemen's apprentices (second six months), . . . . .	-	12.50	-	1½ T.	1½ T.	9	9	54	-
Cambridge (linemen), . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Cambridge (linemen, foremen), . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
Fall River, . . . . .	\$0.41	3.28	\$19.68	1½ T.	2 T.	8	8	48	-
Gloucester, . . . . .	.405½	3.25	19.50	1½ T.	2 T.	8	8	48	6
Quincy (linemen), . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Quincy (linemen, foremen), . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
<b>Electrical Workers (Shop Workmen).</b>									
Boston, . . . . .	.50	4.25	23.25	1½ T.	2 T.	8½	4	46½	12
Quincy, . . . . .	.55	-	24.20	2 -	3 -	8	4	44	12
Quincy (apprentices):									
First year, . . . . .	.16	-	7.04	2 -	3 -	8	4	44	12
Second year, . . . . .	.25	-	11.00	2 -	3 -	8	4	44	12
Third year, . . . . .	.35	-	15.40	2 -	3 -	8	4	44	12
Fourth year, . . . . .	.45	-	19.80	2 -	3 -	8	4	44	12
<b>Elevator Operators.</b>									
Boston, <sup>4</sup> . . . . .	-	{ 1.65 2.20 }	-	-	-	{ 9 9¼ 10 }	{ 9 9¼ 10 }	{ 6 - }	-
<b>Engineers, Coal Hoisting.</b>									
Boston:									
One-man tower, . . . . .	-	-	25.00	\$0.70	\$1.00	9	7 8	7 53	7 8
Two-man tower, . . . . .	-	-	22.00	.70	1.00	9	7 8	7 53	7 8
Supervisors, . . . . .	-	-	22.00	.70	.70	9	9	54	-
Transient men, one-man tower, day, . . . . .	-	7.50	-	-	-	9	7 8	7 53	7 8
Transient men, one-man tower, night, . . . . .	-	8.50	-	-	-	9	7 8	7 53	7 8
Transient men, two-man tower, day, . . . . .	-	6.50	-	-	-	9	7 8	7 53	7 8
Transient men, two-man tower, night, . . . . .	-	7.50	-	-	-	9	7 8	7 53	7 8
Trolley-men, . . . . .	-	-	20.00	.70	1.00	9	7 8	7 53	7 8
Lowell (one-man tower), . . . . .	-	-	25.00	.70	1.00	9	7 8	7 53	7 8
Lowell (two-man tower), . . . . .	-	-	22.00	.70	1.00	9	7 8	7 53	7 8
Salem (one-man tower), . . . . .	-	-	25.00	.70	1.00	9	7 8	7 53	7 8
Salem (two-man tower), . . . . .	-	-	22.00	.70	1.00	9	7 8	7 53	7 8

<sup>1</sup> On recommendation of foreman rate is increased to \$3.75; after examination to \$4 a day.

<sup>2</sup> Time and one-half before midnight; double time thereafter.

<sup>3</sup> Double time on Sundays and holidays; no work on Labor Day.

<sup>4</sup> Prevailing rates; no agreement enforcing a minimum rate. Majority receive \$2.20 a day; many new men receive less than \$1.65.

<sup>5</sup> Majority work 10 hours a day.

<sup>6</sup> Also work on Sunday, hours varying.

<sup>7</sup> Five hours on Saturday, 50 hours a week, during 8 months.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Engineers (Dredge and Cranemen).</b>									
<i>Engineers (in Charge).</i>									
Boston:									
Buckets, three cubic yards or less,	-	-	\$125.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards,	-	-	1 135.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 150.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 162.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges,	-	-	1 150.00	1½ T.	2 T.	10	10	60	-
<i>Engineers (Operators).</i>									
Boston:									
Buckets, three to five cubic yards,	-	-	1 115.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 120.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 122.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges,	-	-	1 125.00	1½ T.	2 T.	10	10	60	-
<i>Cranemen.</i>									
Boston:									
Buckets, three cubic yards or less,	-	-	1 85.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards,	-	-	1 95.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards,	-	-	1 100.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards,	-	-	1 106.00	1½ T.	2 T.	10	10	60	-
Steam shovels (three-man machines),	-	-	2 115.00	1½ T.	2 T.	10	10	60	-
<b>Engineers, Stationary (in Charge).<sup>3</sup></b>									
Boston (first class), <sup>4</sup>	-	-	4 30.00	1½ T.	1½ T.	5 -	5 -	-	-
Boston (second class),	-	-	25.00	1½ T.	1½ T.	5 -	5 -	-	-
Boston (third class),	-	-	21.00	1½ T.	1½ T.	5 -	5 -	-	-
Brockton (first class),	-	-	28.00	1½ T.	1½ T.	8 8	6 8	6 56	-
Brockton (second class),	-	-	24.00	1½ T.	1½ T.	9 9	9 9	54 54	-
Brockton (third class),	-	-	21.00	1½ T.	1½ T.	8 8	8 8	56 56	-
Haverhill (first class), <sup>7</sup>	-	-	7 25.00	-	-	10 8 9	8 9	8 59	8 -
Haverhill (second class), <sup>7</sup>	-	-	7 21.00	-	-	10 8 9	8 9	8 59	8 -
Haverhill (third class), <sup>7</sup>	-	-	7 18.00	-	-	10 8 9	8 9	8 59	8 -
Holyoke,	-	\$4.25	-	1½ T.	1½ T.	8	8	48	-

<sup>1</sup> Rate per month, with board; if board is not furnished, \$25 a month extra is allowed.<sup>2</sup> Rate per month, with board, for 26 working days.<sup>3</sup> Employed in industries not elsewhere specified; does not include high-salaried officials whose rates are subject to special determination.<sup>4</sup> Operators who act as chiefs of watch receive same rates as men in charge.<sup>5</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.<sup>6</sup> In plants running continuously, 8 hours a day; in other plants, 9 hours a day.<sup>7</sup> Prevailing rate of wages; no agreement enforcing a minimum rate.<sup>8</sup> In some cases Saturday half-holiday is in effect from 6 to 12 months.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
<b>Engineers, Stationary (in Charge) — Con.</b>										
Lowell (first class), . . .	-	-	\$30.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60	}	-
Lowell (second class), . . .	-	-	25.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Lowell (third class), . . .	-	-	21.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Lynn (first class), . . .	-	-	30.00	-	-	10	3 9	3 59	}	3 6
Lynn (second class), . . .	-	-	25.00	-	-	10	3 9	3 59		
Lynn (third class), . . .	-	-	21.00	-	-	10	3 9	3 59		
New Bedford, . . .	-	-	32.50	Reg.	Reg.	8	8	48	}	-
Quincy (first class), . . .	-	\$5.00	30.00	Reg.	2 T.	8	8	48		
Quincy (second class), . . .	-	3.50	21.00	Reg.	2 T.	8	8	48		
Quincy (third class), . . .	-	3.00	18.00	Reg.	2 T.	8	8	48	}	-
Salem (first class), . . .	-	-	30.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Salem (second class), . . .	-	-	25.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Salem (third class), . . .	-	-	21.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60	}	-
Taunton (first class), <sup>4</sup> . . .	-	4 4.00	-	1½ T.	2 T.	10	5	55		
Taunton (second class), <sup>4</sup> . . .	-	4 2.75	-	1½ T.	2 T.	10	5	55		
Taunton (third class), <sup>4</sup> . . .	-	4 2.25	-	1½ T.	2 T.	10	5	55		
<b>Engineers, Stationary (Operators or Assistants).</b>										
Boston (first class), <sup>5</sup> . . .	-	-	25.00	1½ T.	1½ T.	6 -	6 -	-	}	-
Boston (second class), . . .	-	-	21.00	1½ T.	1½ T.	6 -	6 -	-		
Boston (third class), . . .	-	-	18.00	1½ T.	1½ T.	6 -	6 -	-		
Brockton (first class), . . .	-	-	24.00	1½ T.	1½ T.	7 8 9	7 8 9	7 56 54	}	-
Brockton (second class), . . .	-	-	21.00	1½ T.	1½ T.	7 8 9	7 8 9	7 56 54		
Brockton (third class), . . .	-	-	18.00	1½ T.	1½ T.	7 8 9	7 8 9	7 56 54		
Lowell (first class), . . .	-	-	25.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60	}	-
Lowell (second class), . . .	-	-	21.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Lowell (third class), . . .	-	-	18.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Lynn (first class), . . .	-	-	25.00	-	-	10	3 9	3 59	}	3 6
Lynn (second class), . . .	-	-	21.00	-	-	10	3 9	3 59		
New Bedford, . . .	-	-	25.25	Reg.	Reg.	8	8	48		
Quincy (third class), . . .	-	-	18.00	Reg.	2 T.	8	8	48	}	-
Salem (first class), . . .	-	-	25.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
Salem (second class), . . .	-	-	21.00	1½ T.	1 -	2 8 10	2 8 10	2 56 60		
<b>Engineers, Stationary (Road Rolling Engineers).</b>										
Brockton, . . . . .	-	-	24.00	1½ T.	-	8	8	48	}	-
Lynn, . . . . .	-	-	27.00	-	-	10	3 9	3 59		

<sup>1</sup> On Sundays, time and one-half; on holidays, double time.<sup>2</sup> In plants running continuously, 8 hours a day; in other plants, not more than 10 hours a day.<sup>3</sup> During 6 months, 5 hours on Saturday, 55 hours a week.<sup>4</sup> Prevailing rate of wages; no agreement enforcing a minimum rate.<sup>5</sup> Operators who act as chiefs of watch receive same rates as men in charge.<sup>6</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.<sup>7</sup> In plants running continuously, 8 hours a day; in other plants, 9 hours a day.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Firemen, Stationary.<sup>1</sup></b>									
<i>Ash Handlers or Helpers.</i>									
Northampton, . . . . .	-	\$2.25	\$15.75	Reg.	Reg.	8	8	56	-
Taunton, . . . . .	-	2.20	-	Reg.	Reg.	12	12	84	-
<i>Boiler Repairmen.</i>									
Brockton, . . . . .	-	3.14	22.00	Reg.	Reg.	12	{ 6 12	78 84	} -
<i>Coal Passers.</i>									
Boston (marine), . . . . .	-	-	<sup>2</sup> 50.00	-	-	{ <sup>3</sup> 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	} -
Brockton, . . . . .	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84	} -
Northampton, . . . . .	-	2.25	15.75	Reg.	Reg.	8	8	56	-
Taunton, . . . . .	-	2.20	-	Reg.	Reg.	12	12	84	-
<i>Engineers on Capstans.</i>									
Boston (marine), . . . . .	-	-	<sup>2</sup> 65.00	-	-	{ <sup>3</sup> 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	} -
<i>Firemen.</i>									
Boston, . . . . .	-	-	20.00	-	-	8	8	56	-
Boston (marine), . . . . .	-	-	<sup>2</sup> 60.00	-	-	{ <sup>3</sup> 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	} -
Brockton, . . . . .	-	3.00	21.00	Reg.	Reg.	12	{ 6 12	78 84	} -
Chicopee, <sup>4</sup> . . . . .	<sup>4</sup> \$0.31	3.55	24.85	Reg.	Reg.	<sup>4</sup> 11½	<sup>4</sup> 11½	<sup>4</sup> 80½	-
Chicopee, <sup>4</sup> . . . . .	{ <sup>4</sup> .31½ .34½ .36	{ 2.50 2.75 2.88	{ 17.50 19.25 20.16	Reg.	Reg.	8	8	56	-
Chicopee, <sup>4</sup> . . . . .	{ .37½ .34½	{ 3.00 2.75	{ 21.00 19.25	Reg.	Reg.	8	8	56	-
Fitchburg, <sup>5</sup>	-	-	-	Reg.	Reg.	8	8	56	-
Haverhill (engineers' ap- prentices), <sup>6</sup> . . . . .	-	-	<sup>6</sup> 15.00	-	-	10	7 9	7 59	7 -
Holyoke, <sup>6</sup> . . . . .	-	<sup>6</sup> 3.00	21.00	-	-	8	8	56	-
Lynn:									
Boiler room firemen, . . . . .	-	3.00	21.00	-	-	8	8	56	-
Boiler room firemen's help- ers, . . . . .	-	2.75	19.25	-	-	8	8	56	-
Firemen operating digger, . . . . .	-	3.00	21.00	-	-	8	8	56	-
Firemen's helpers in operat- ing digger, . . . . .	-	2.65	18.55	-	-	8	8	56	-
Firemen (one boiler), . . . . .	-	-	15.00	-	-	12	6	66	12
Firemen (two boilers), . . . . .	-	-	17.50	-	-	12	6	66	12
Retort firemen:									
First six months, . . . . .	-	2.50	-	-	-	8	8	56	-
Second six months, . . . . .	-	2.60	-	-	-	8	8	56	-
After one year, . . . . .	-	2.75	-	-	-	8	8	56	-
After two years, . . . . .	-	3.00	-	-	-	8	8	56	-
New Bedford (two or more boilers), . . . . .	-	3.00	21.00	\$0.50	\$0.50	12	12	84	-
Northampton:									
Firemen (one boiler), . . . . .	-	2.50	17.50	Reg.	Reg.	8	8	56	-
Firemen (two boilers), . . . . .	-	2.75	19.25	Reg.	Reg.	8	8	56	-
Firemen (holding engineers' third class license), . . . . .	-	3.00	18.00	Reg.	Reg.	9½	4½	54	12
Retort firemen, . . . . .	-	2.90	20.30	Reg.	Reg.	8	8	56	-

<sup>1</sup> Employed in industries not elsewhere specified.<sup>2</sup> Rate per month.<sup>3</sup> At sea, alternately 4 hours on duty and 8 hours off; in port, 9 hours a day.<sup>4</sup> Minimum rates of wages and maximum hours' work in different establishments.<sup>5</sup> Prevailing rate of wages and hours of labor; no agreement enforcing a minimum rate.<sup>6</sup> Prevailing rate of wages; no agreement enforcing a minimum.<sup>7</sup> In some cases Saturday half-holiday is in effect from 6 to 12 months.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Firemen, Stationary — Con.</b>									
<i>Firemen — Con.</i>									
Taunton:									
Firemen (one boiler), . . . . .	-	<sup>1</sup> \$2.28	\$15.96	Reg.	Reg.	12	12	84	-
Firemen (two boilers), . . . . .	-	<sup>1</sup> 2.52	17.64	Reg.	Reg.	12	12	84	-
Firemen (four boilers), . . . . .	-	<sup>1</sup> 3.00	21.00	Reg.	Reg.	12	12	84	-
Firemen (five boilers), . . . . .	-	<sup>1</sup> 3.12	21.84	Reg.	Reg.	12	12	84	-
Firemen (six boilers), . . . . .	-	<sup>1</sup> 3.60	25.20	Reg.	Reg.	12	12	84	-
Retort firemen, . . . . .	-	<sup>1</sup> 2.50	17.50	Reg.	Reg.	12	12	84	-
<i>Gasmakers.</i>									
Brockton, . . . . .	-	3.00	21.00	Reg.	Reg.	12	{ 6 12	78 84	-
Brockton (helpers), . . . . .	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84	-
<i>Oilers.</i>									
Boston (marine), . . . . .	-	-	<sup>2</sup> 65.00	-	-	{ 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	-
Brockton, . . . . .	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84	-
Taunton, . . . . .	-	2.64	-	Reg.	Reg.	12	12	84	-
<i>Pumpmen.</i>									
Boston, . . . . .	-	-	<sup>2</sup> 70.00	-	-	{ 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	-
Boston (first class ships), . . . . .	-	-	<sup>2</sup> 75.00	-	-	{ 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	-
Boston (oil tanks), . . . . .	-	-	<sup>2</sup> 75.00	-	-	{ 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	-
<i>Watchmen.</i>									
Brockton, . . . . .	-	2.50	17.50	Reg.	Reg.	12	{ 6 12	78 84	-
<i>Water Tenders.</i>									
Boston (marine), . . . . .	-	-	<sup>2</sup> 65.00	-	-	{ 8 9	<sup>3</sup> 8 9	<sup>3</sup> 56 54	-
<b>Glass Workers.</b>									
Boston:									
Bevelers, . . . . .	-	-	<sup>1</sup> 19.00	1½ T.	-	9	6	51	12
Cutters, . . . . .	<sup>1</sup> \$0.36	-	18.00	1½ T.	1½ T.	9	5	50	12
Lead glaziers, . . . . .	<sup>1</sup> .33	-	18.00	1½ T.	1½ T.	9	5	50	12
Polishers, . . . . .	-	-	<sup>1</sup> 16.00	1½ T.	-	9	6	51	12
New Bedford:									
Blockers, . . . . .	-	<sup>1</sup> 5.75	-	-	-	9	4½	49½	12
Finishers, . . . . .	-	<sup>1</sup> 3.75	-	-	-	9	4½	49½	12
Gaffers, . . . . .	-	<sup>1</sup> 7.35	-	-	-	9	4½	49½	12
Gatherers, . . . . .	-	<sup>1</sup> 3.30	-	-	-	9	4½	49½	12
Pressers, . . . . .	-	<sup>1</sup> 5.25	-	-	-	9	4½	49½	12
Servitors, . . . . .	-	<sup>1</sup> 6.30	-	-	-	9	4½	49½	12
Somerville:									
Gaffers, . . . . .	-	17.00	33.50	-	-	8	4	44	12
Gatherers, . . . . .	-	14.00	22.00	-	-	8	4	44	12
Servitors, . . . . .	-	15.75	31.62	-	-	8	4	44	12

<sup>1</sup> Prevailing rate of wages; no agreement establishing a minimum.

<sup>2</sup> Rate per month.

<sup>3</sup> At sea, alternately 4 hours on duty and 8 hours off; in port, 9 hours a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Harness Makers.</b>									
Boston: <sup>1</sup>									
Fitters and finishers (coach and buggy repair work), .	-	-	\$19.50	1½ T.	1½ T.	9	2 8	2 53	2 5
Fitters and finishers (team and express repair work), .	-	-	18.00	1½ T.	1½ T.	9	2 8	2 53	2 5
Machine operators (team and express work), . . .	-	-	19.00	1½ T.	1½ T.	9	2 8	2 53	2 5
Repair workers, general, .	-	-	18.00	1½ T.	1½ T.	9	2 8	2 53	2 5
Saddle and collar makers, .	-	-	19.00	1½ T.	1½ T.	9	2 8	2 53	2 5
Stitchers, . . . . .	-	-	15.00	1½ T.	1½ T.	9	2 8	2 53	2 5
<b>Janitors.</b>									
Boston, . . . . .	-	-	2 40.00	-	-	-	-	-	-
<b>Leather Handlers.</b>									
Boston:									
Handlers, . . . . .	-	-	16.00	\$0.50	\$0.50	8½	5½	48	12
Shippers, . . . . .	-	-	18.00	.50	.50	8½	5½	48	12
Sorters, . . . . .	-	-	18.00	.50	.50	8½	5½	48	12
Weighers, . . . . .	-	-	19.00	.50	.50	8½	5½	48	12
<b>Leather Workers.</b>									
Lowell:									
Buffers, . . . . .	-	4 \$3.60	4 19.80	1½ T.	1½ T.	8½	3½	48	12
Glazers, . . . . .	-	4 2.10	4 11.55	1½ T.	1½ T.	8½	3½	48	12
Grainers, . . . . .	-	4 3.35	4 18.40	1½ T.	1½ T.	8½	3½	48	12
Lumpers (dry work), . . .	-	-	11.25	1½ T.	1½ T.	8½	3½	48	12
Lumpers (wet work), . . .	-	-	11.75	1½ T.	1½ T.	8½	3½	48	12
Seasoners, . . . . .	-	4 3.00	4 16.50	1½ T.	1½ T.	8½	3½	48	12
Shavers, . . . . .	-	4 3.60	4 19.80	1½ T.	1½ T.	8½	3½	48	12
Splitters, . . . . .	-	4 4.00	4 22.00	1½ T.	1½ T.	8½	3½	48	12
Stackers, . . . . .	-	4 2.75	4 15.15	1½ T.	1½ T.	8½	3½	48	12
Tackers, . . . . .	-	4 3.00	4 16.50	1½ T.	1½ T.	8½	3½	48	12
Trimmers, . . . . .	-	4 2.50	4 13.75	1½ T.	1½ T.	8½	3½	48	12
<b>Longshoremen.</b>									
Boston (Unions A, B, and C):									
Bulk cargo, day, . . . . .	\$0.42	-	-	-	.80	10	9	59	-
Bulk cargo, night, . . . .	.60	-	-	-	.80	8½	8½	51	-
General cargo, day, . . . .	.40	-	-	-	.80	10	9	59	-
General cargo, night, . . .	.60	-	-	-	.80	8½	8½	51	-
Grain cargo, day, . . . . .	.55	-	-	-	.80	10	9	59	-
Grain cargo, night, . . . .	.65	-	-	-	.80	8½	8½	51	-
Sugar, molasses, orange, and lemon, etc., cargoes, day, . . . . .	.50	-	-	-	.80	10	9	59	-
Sugar, molasses, orange, and lemon, etc., cargoes, night, . . . . .	.60	-	-	-	.80	8½	8½	51	-
Boston (Union D):									
Freight clerks, . . . . .	-	2.87	17 22	1½ T.	1½ T.	10	9	59	-
Freight handlers, . . . . .	-	2.50	15.00	1½ T.	1½ T.	10	9	59	-
Boston (Union E):									
Coal handlers, . . . . .	-	2 2.31	13.86	1½ T.	1½ T.	9	9	54	-
Boston (Union F):									
Hoisting engineers, . . . .	6 50	-	18.00	.75	.75	9	9	54	-

<sup>1</sup> A few harness makers employed by 6 master teamsters receive a minimum rate of \$20 a week for men in charge, and \$18 for helpers.

<sup>2</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>3</sup> Rate per month.

<sup>4</sup> Prevailing earnings of piece workers.

<sup>5</sup> On November 1, 1916, rate was increased to \$2.50 a day.

<sup>6</sup> Broken time.



TABLE 13. MISCELLANEOUS TRADES—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Meter Workers.									
Boston:									
Floor boys, . . . . .	-	-	\$9.00	-	-	9	5	50	12
Gas meter repairers, . . . .	-	-	18 30	-	-	9	5	50	12
Meter adjusters, . . . . .	-	-	18 30	-	-	9	5	50	12
Meter adjusters' apprentices, . .	-	-	10 00	-	-	9	5	50	12
Painters, . . . . .	-	-	15.00	-	-	9	5	50	12
Solder toppers, . . . . .	-	-	12.00	-	-	9	5	50	12
Painters (Glaziers).									
Boston:									
Apprentices, . . . . .	-	-	9.00	1½ T.	2 T.	8	4	44	12
Bedders and tinner, . . . . .	\$0.37½	-	-	1½ T.	2 T.	8	4	44	12
Platemers and runners, . . . .	.45½	-	-	1½ T.	2 T.	8	4	44	12
Rag Pickers and Sorters. <sup>1</sup>									
Boston (first class), . . . . .	-	-	18.00	-	-	9	9	54	
Boston (second class), . . . . .	-	-	15.00	-	-	9	9	54	
Sail Makers.									
Boston, <sup>2</sup> . . . . .	2.37½	\$3.00	18.00	1½ T.	2 T.	8	8	48	6
Sailors.									
Boston:									
Boatswains, . . . . .	-	-	4 55.00	5 \$0.40	5 \$0.40	6 12 9	6 12 9	6 84 54	-
Quartermasters, . . . . .	-	-	4 50.00	5.40	5.40	6 12 9	6 12 9	6 84 54	-
Sailors, . . . . .	-	-	4 45.00	5.40	5.40	6 12 9	6 12 9	6 84 54	-
Watchmen, . . . . .	-	-	4 50.00	5.40	5.40	6 12 9	6 12 9	6 84 54	-
Ship Carpenters.									
Boston (Union A), . . . . .	-	-	4 60.00	5.40	5.40	6 12 9	6 12 9	6 84 54	-
Boston (Union B):									
Calkers, wet dock, . . . . .	-	7 4.00	-	2 T.	2 T.	8	8	48	4
New wooden tanks, . . . . .	.50	-	-	2 T.	2 T.	8	8	48	4
Repair work and new, . . . . .	.50	-	-	2 T.	2 T.	8	8	48	4
Repairs on wooden tanks, . . . .	-	8.00	-	2 T.	2 T.	8	8	48	4
Ship Painters.									
Boston, . . . . .	.60½	4.84	24.20	2 T.	2 T.	8	-	40	-
Weavers, Elastic Goring. <sup>1</sup>									
Chelsea, . . . . .	.25	2.43¾	13.50	-	-	9¾	5¼	54	12
Easthampton, . . . . .	.20	-	-	-	-	10	5	55	12

<sup>1</sup> Also work by the piece; rates shown are for time work only.<sup>2</sup> Prevailing rate; no agreement establishing a minimum.<sup>3</sup> During 6 months, 9 hours on 4 days, 8 hours on 1 day and 4 hours on Saturday.<sup>4</sup> Prevailing rate per month; no agreement enforcing a minimum rate.<sup>5</sup> Overtime rate for over 9 hours' work when in port.<sup>6</sup> At sea, alternately, 4 hours on duty and 4 hours off; in port, 9 hours a day.<sup>7</sup> Per tide.<sup>8</sup> Work 5 days a week, no work on Saturday.

## B. PUBLIC SERVICE.

TABLE 14. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES					
	Unit	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>United States Armory Employees, Springfield.<sup>1</sup></b>						
Annealers, . . . . .	Day	\$2.50	—	—	—	—
Assemblers, . . . . .	Day	2.50	—	—	—	—
Barrel drillers, . . . . .	Day	2.75	—	—	—	—
Barrel reamers, . . . . .	Day	3.25	\$2.75	—	—	—
Barrel riflers, . . . . .	Day	3.25	3.00	—	—	—
Barrel rollers, . . . . .	Day	2.75	—	—	—	—
Barrel turners, . . . . .	Day	2.50	—	—	—	—
Blacksmiths' helpers, . . . . .	Day	2.25	—	—	—	—
Browners, . . . . .	Day	3.00	2.75	—	—	—
Carpenters, . . . . .	Day	3.75	3.50	\$3.25	—	—
Casehardeners, . . . . .	Day	4.00	3.25	—	—	—
Die sinkers, . . . . .	Day	4.75	4.50	4.00	—	—
Draftsmen, . . . . .	Year	1,200.00	—	—	—	—
Draftsmen's apprentices, . . . . .	Year	360.00	—	—	—	—
Dropforgers, . . . . .	Day	4.00	3.50	3.25	\$2.75	—
Electricians, . . . . .	Day	3.50	3.25	—	—	—
Engineers, . . . . .	Day	4.00	3.25	—	—	—
Engineers, assistant, . . . . .	Day	3.50	—	—	—	—
Farriers, . . . . .	Day	4.00	—	—	—	—
File cutters, . . . . .	Day	4.00	—	—	—	—
Filers, . . . . .	Day	3.00	2.75	2.60	2.50	—
Firemen, . . . . .	Month	85.25	—	—	—	—
Foremen, . . . . .	Day	7.00	5.50	—	—	—
Foremen, assistant, . . . . .	Day	6.00	5.00	4.75	4.50	—
Gang bosses, . . . . .	Day	4.25	4.00	—	—	—
Gauge makers, . . . . .	Day	4.75	4.50	4.25	3.75	<sup>2</sup> \$3.25
Guards, . . . . .	Month	67.50	—	—	—	—
Harness makers, . . . . .	Day	3.00	—	—	—	—
Inspectors, . . . . .	Day	3.75	3.50	3.25	3.00	—
Inspectors, chief, . . . . .	Day	4.75	4.25	—	—	—
Laborers, common, . . . . .	Day	2.00	—	—	—	—
Laborers, skilled, . . . . .	Day	4.00	3.50	3.25	3.00	<sup>3</sup> 2.75
Machine operators, . . . . .	Day	2.60	2.25	—	—	—
Machinists, . . . . .	Day	4.25	4.00	3.75	3.50	—
Masons, . . . . .	Day	3.75	3.50	—	—	—
Master armorers, . . . . .	Year	1,500.00	—	—	—	—
Messenger boys, . . . . .	Day	1.50	1.25	—	—	—
Millers, . . . . .	Day	2.25	2.00	—	—	—
Millwrights, . . . . .	Day	3.50	3.25	—	—	—
Oilers, . . . . .	Day	2.25	—	—	—	—
Packers, . . . . .	Day	3.00	—	—	—	—
Painters, . . . . .	Day	3.50	—	—	—	—
Pipefitters, . . . . .	Day	3.75	—	—	—	—
Platers, . . . . .	Day	3.75	—	—	—	—
Plumbers, . . . . .	Day	4.00	—	—	—	—
Polishers, . . . . .	Day	3.00	2.75	2.60	—	—
Printers, . . . . .	Day	3.25	3.00	—	—	—
Profilers, . . . . .	Day	2.60	2.50	—	—	—
Punch press operators, . . . . .	Day	2.75	—	—	—	—
Screw makers, . . . . .	Day	4.50	4.00	2.50	—	—
Shavers, . . . . .	Day	2.75	—	—	—	—
Stablemen, . . . . .	Month	71.10	—	—	—	—
Stockers, . . . . .	Day	2.85	2.75	—	—	—
Storehouse keepers, . . . . .	Day	3.75	—	—	—	—
Storehouse keepers, assistant, . . . . .	Day	3.75	3.50	—	—	—
Teamsters, . . . . .	Month	60.00	—	—	—	—
Teamsters, . . . . .	Day	—	2.25	—	—	—
Temperers, . . . . .	Day	3.75	3.25	3.00	—	—
Tinners, . . . . .	Day	3.50	—	—	—	—
Tool grinders, . . . . .	Day	4.00	3.75	—	—	—
Tool makers, . . . . .	Day	4.50	4.25	4.00	3.75	3.25
Watchmen, . . . . .	Month	71.10	—	—	—	—
Woodworkers, . . . . .	Day	3.25	3.00	2.75	—	—
Workmen, skilled, . . . . .	Day	3.00	2.60	2.50	—	—

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.<sup>2</sup> Six classes in all; sixth class, \$3.<sup>3</sup> Nine classes in all; sixth class, \$2.60; seventh class, \$2.50; eighth class, \$2.25; ninth class, \$2.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Navy Yard Authorities.]

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston.<sup>1</sup></b>				
Block makers, . . . . .	\$3.12	\$2.88	\$2.64	\$2.40
Boat builders, . . . . .	4.00	3.76	3.52	3.12
Boiler makers, . . . . .	4.00	3.68	3.44	3.20
Boiler makers' helpers, . . . . .	2.48	2.16	1.92	1.68
Box makers, . . . . .	3.12	2.88	2.64	2.40
Boys, . . . . .	1.60	1.36	1.12	.88
Calkers and chippers, iron, . . . . .	3.52	3.28	3.04	2.80
Calkers, wood, . . . . .	3.76	3.52	3.28	3.04
Carpenters (house), . . . . .	4.00	3.76	3.52	3.28
Chauffeurs, . . . . .	2.72	—	—	—
Concrete workers, . . . . .	4.00	3.76	3.28	<sup>2</sup> 2.56
Coopers, . . . . .	3.12	2.88	2.64	2.40
Coppersmiths, . . . . .	4.00	3.76	3.52	3.28
Coppersmiths' helpers, . . . . .	2.24	2.00	1.76	1.52
Cranemen, . . . . .	2.88	—	—	2.32
Die sinkers, . . . . .	5.04	4.80	4.56	4.32
Dispensary attendants, . . . . .	2.24	2.00	—	—
Divers, . . . . .	6.08	—	—	—
Drillers, . . . . .	3.04	2.80	2.56	2.32
Electricians, . . . . .	4.80	—	—	—
Electricians' helpers, . . . . .	2.48	2.24	2.00	1.76
Electroplaters, . . . . .	3.60	3.36	3.12	2.88
Engine tenders (crane), . . . . .	3.84	3.52	3.28	3.04
Engine tenders (locomotive), . . . . .	4.00	3.68	3.44	3.20
Engine tenders (stationary), . . . . .	3.52	3.28	3.04	2.88
Firemen, . . . . .	2.88	2.64	2.40	2.16
Flange turners, . . . . .	4.56	4.32	4.08	<sup>3</sup> 3.84
Forgers, drop, . . . . .	4.64	4.40	4.08	3.84
Forgers, heavy, . . . . .	4.64	4.40	4.08	3.84
Galvanizers, . . . . .	3.28	3.04	2.80	2.56
Gardeners, . . . . .	3.12	2.88	2.64	2.40
Hammer runners, . . . . .	3.12	2.88	2.64	2.40
Heaters, furnace, . . . . .	3.60	3.36	3.12	2.88
Helpers, general, . . . . .	2.24	2.00	1.76	1.52
Holders-on, . . . . .	2.48	2.24	2.00	1.76
Janitors, . . . . .	2.32	2.08	1.84	1.60
Joiners, ship, . . . . .	4.00	3.76	3.52	3.28
Laboratorians' helpers, . . . . .	2.48	—	—	—
Laborers, common, . . . . .	2.24	2.00	1.76	1.52
Levelers, . . . . .	3.76	—	—	—
Loftsmen, . . . . .	4.32	4.00	3.68	—
Machinists, . . . . .	4.24	4.00	3.76	<sup>4</sup> 3.52
Machinists' helpers, . . . . .	2.48	2.16	1.92	1.68
Masons, brick, . . . . .	5.20	4.96	4.72	4.48
Masons, stone, . . . . .	5.20	4.96	4.72	4.48
Melters, . . . . .	3.12	2.88	2.64	2.40
Millmen, . . . . .	3.36	3.12	2.88	2.56
Millwrights, . . . . .	4.08	3.60	3.36	3.12
Molders, . . . . .	4.16	4.00	3.84	<sup>5</sup> 3.68
Molders, steel, . . . . .	3.52	3.28	3.04	2.80
Molders' helpers, . . . . .	2.24	2.00	1.76	1.52
Oakum spinners, . . . . .	2.64	2.40	2.08	1.84
Operators, acetylene, . . . . .	3.76	3.52	3.28	3.04
Ordnance men, . . . . .	3.52	3.28	3.04	2.80
Packers, . . . . .	2.64	2.40	2.32	2.08
Painters, . . . . .	3.68	3.52	3.36	<sup>6</sup> 3.20
Painters' helpers, . . . . .	2.24	2.00	1.76	1.52
Pattern makers, . . . . .	4.16	3.92	3.68	3.44
Pavers, . . . . .	4.68	3.60	3.36	3.12
Pipefitters, . . . . .	4.00	3.76	3.52	3.28

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.<sup>2</sup> Two additional classes receive \$2.40 and \$1.84 a day, respectively.<sup>3</sup> One additional class receives \$3.52 a day.<sup>4</sup> One additional class receives \$3.28 a day.<sup>5</sup> Two additional classes receive \$3.44 and \$3.20 a day, respectively.<sup>6</sup> One additional class receives \$2.96 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston — Con.</b>				
Pipefitters' helpers, . . . . .	\$2.48	\$2.16	\$1.92	\$1.68
Plasterers, . . . . .	4.72	4.32	4.00	3.76
Plumbers, house, . . . . .	4.40	4.16	3.92	3.68
Plumbers, ship, . . . . .	4.40	4.16	3.92	3.68
Pressmen, . . . . .	4.00	2.88	2.64	2.40
Punchers and shearers, . . . . .	3.12	2.88	2.64	2.32
Riggers, . . . . .	3.60	3.36	3.12	2.80
Riggers' helpers, . . . . .	2.24	2.00	1.76	1.52
Riveters, . . . . .	3.52	3.28	3.04	2.80
Rivet heaters (boys), . . . . .	1.76	1.52	1.28	1.04
Roofers, . . . . .	4.00	3.76	3.52	3.28
Rope makers, . . . . .	3.20	2.96	2.72	2.48
Rope makers' helpers, . . . . .	2.24	2.00	1.76	1.52
Sail makers, . . . . .	3.52	3.28	3.04	2.80
Sand blasters, . . . . .	2.80	2.56	—	—
Saw filers, . . . . .	4.00	3.52	3.28	3.04
Sheet metal workers, . . . . .	4.16	3.92	3.68	3.44
Ship fitters, . . . . .	4.00	3.76	3.52	<sup>1</sup> 3.28
Ship fitters' helpers, . . . . .	2.48	2.24	2.00	1.76
Ship smiths, . . . . .	3.76	3.52	3.28	3.04
Ship smiths' helpers, . . . . .	2.40	2.24	2.00	1.76
Shipwrights, . . . . .	3.84	3.60	3.44	<sup>2</sup> 3.20
Stable keepers, . . . . .	2.40	2.08	1.84	1.60
Stone cutters, . . . . .	3.36	3.12	2.88	2.64
Teamsters, . . . . .	2.48	2.24	2.00	1.76
Tool dressers, . . . . .	3.52	3.28	3.04	2.80
Tool makers, . . . . .	4.24	4.00	3.76	3.52
Trackmen, . . . . .	2.40	2.16	1.92	1.68
Upholsterers, . . . . .	3.76	3.52	3.28	3.04
Wharf builders, . . . . .	3.52	3.28	3.04	2.80
Wheelwrights, . . . . .	3.28	3.12	3.04	2.80
Wiremen, . . . . .	4.40	4.00	3.60	3.20
Woodworkers' helpers, . . . . .	2.24	2.00	1.76	1.52

<sup>1</sup> One additional class receives \$3.04 a day.<sup>2</sup> Minimum rate paid is \$2.88 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES					
	Unit	No Stated Class	First Class	Second Class	Third Class	Fourth Class
<b>Watertown Arsenal Employees.<sup>1</sup></b>						
Annealers, . . . . .	Month	{ \$75.00 66.00 }	—	—	—	—
Annealers, . . . . .	Day	2.24	—	—	—	—
Armament foremen, . . . . .	Month	150.00	—	—	—	—
Blacksmiths, . . . . .	Day	—	\$3.76	\$3.52	\$3.28	\$3.04
Blacksmiths (foremen), . . . . .	Month	150.00	—	—	—	—
Blacksmiths' helpers, . . . . .	Day	—	2.40	2.16	—	—
Carpenters, . . . . .	Day	—	3.44	3.28	3.04	2.80
Carpenters' helpers, . . . . .	Day	2.32	—	—	—	—
Chemists, . . . . .	Year	1,800.00	—	—	—	—
Chemists, assistant, . . . . .	Year	1,200.00	—	—	—	—
Chippers, . . . . .	Day	—	3.04	2.80	2.56	2. —
Chippers, . . . . .	Month	—	—	—	—	<sup>2</sup> 75.00
Coremakers, . . . . .	Day	—	4.00	—	—	—
Cranemen, . . . . .	Day	—	2.88	2.72	2.32	—
Draftsmen, . . . . .	Year	2,200.00	1,500.00	1,400.00	1,200.00	1,100.00
Draftsmen's apprentices, . . . . .	Year	—	720.00	360.00	—	—
Drivers, . . . . .	Day	—	2.48	2.32	—	—
Electricians, . . . . .	Day	—	3.72	3.28	—	—
Electricians, . . . . .	Month	130.00	—	—	—	—
Electricians' helpers, . . . . .	Day	—	2.32	—	—	—
Engineers, . . . . .	Month	112.00	95.00	—	—	—
Engineers, assistant, . . . . .	Month	95.00	—	—	—	—
Engineers (locomotive cranemen), . . . . .	Month	—	90.00	66.00	—	—
Firemen, . . . . .	Month	—	90.00	80.00	70.00	—
Furnace helpers, . . . . .	Day	—	2.48	—	—	—
Gang bosses, . . . . .	Month	—	120.00	115.00	110.00	—
Hardening shop foremen, . . . . .	Year	1,700.00	—	—	—	—
Inspectors, chief, . . . . .	Year	1,600.00	—	—	—	—
Inspectors, assistant, . . . . .	Year	—	1,320.00	—	—	—
Inspectors, assistant, . . . . .	Month	—	—	110.00	100.00	—
Inspectors, assistant, ordnance, . . . . .	Year	1,400.00	—	—	—	—
Inspectors, assistant, ordnance, . . . . .	Month	110.00	—	—	—	—
Laboratory assistants, . . . . .	Day	—	4.24	3.28	—	—
Laborers, foremen, . . . . .	Day	—	3.28	—	—	—
Laborers, skilled, . . . . .	Day	—	3.04	2.80	2.76	<sup>3</sup> 2.48
Laborers, unskilled, . . . . .	Day	—	2.48	2.32	2.24	<sup>4</sup> 2.16
Machinists, . . . . .	Month	—	110.00	100.00	—	—
Machinists, . . . . .	Day	—	—	—	4.00	<sup>5</sup> 3.76
Machinists' apprentices, . . . . .	Day	—	2.56	1.92	1.28	.64
Machinists, armament, . . . . .	Day	—	3.28	3.04	—	—
Machinists, foremen, . . . . .	Year	{ 1,800.00 1,680.00 }	—	—	—	—
Machinists' helpers, . . . . .	Day	—	3.28	2.56	2.40	<sup>6</sup> 2.32
Machinists, resident, . . . . .	Month	120.00	—	—	—	—
Masons' helpers, . . . . .	Day	—	2.40	—	—	—
Master mechanics, . . . . .	Year	2,400.00	—	—	—	—
Messenger boys, . . . . .	Year	—	600.00	540.00	480.00	<sup>7</sup> 420.00
Metallographists, . . . . .	Year	2,000.00	—	—	—	—
Molders, . . . . .	Day	—	4.00	3.28	—	—
Molders' apprentices, . . . . .	Day	2.56	—	—	—	—

<sup>1</sup> Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees, such as watchmen, teamsters, engineers, assistant engineers, firemen, etc., whose pay is either annual or monthly, are paid for thirty (30) days in each month and, if called upon, are required to render service on each day. Employees other than mechanics, laborers, and workmen, whose compensation is either annual or monthly — such as draftsmen, inspectors, etc. — are not limited to eight hours in any one day, but eight hours is the rule.

<sup>2</sup> Eight classes in all: Fifth class, \$2.48; sixth class, \$2.40; seventh class, \$2.32; eighth class, \$2.16 a day.

<sup>3</sup> Eight classes in all: Fifth class, \$2.32; sixth class, \$2; seventh class, \$0.68; eighth class, \$0.66 a day.

<sup>4</sup> Five classes in all: Fifth class, \$1.50 a day.

<sup>5</sup> Nine classes in all: Fifth class, \$3.52; sixth class, \$3.28; seventh class, \$3.04; eighth class, \$2.80; ninth class, \$2.56 a day.

<sup>6</sup> Six classes in all: Fifth class, \$2.16; sixth class, \$2 a day.

<sup>7</sup> Five classes in all: Fifth class, \$360 a year.

TABLE 14. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES					
	Unit	No Stated Class	First Class	Second Class	Third Class	Fourth Class
<b>Watertown Arsenal Employees</b> — Con.						
Molders, foremen, . . . . .	Year	\$1,700.00	—	—	—	—
Molders' helpers, . . . . .	Day	—	\$2.48	\$2.32	\$2.16	—
Oilers, . . . . .	Day	2.32	—	—	—	—
		2.56	—	—	—	—
Packers, . . . . .	Day	{ 2.40	—	—	—	—
		2.32 }	—	—	—	—
Painters, . . . . .	Day	—	2.72	—	—	—
Painters, foremen, . . . . .	Day	3.04	—	—	—	—
Pattern makers, . . . . .	Day	—	4.48	4.24	4.00	<sup>1</sup> \$3.76
Plumbers, . . . . .	Month	108.00	—	—	—	—
Plumbers' helpers, . . . . .	Day	2.32	—	—	—	—
Polishers, . . . . .	Day	2.80	—	—	—	—
Rate setters, . . . . .	Month	—	130.00	120.00	—	—
Riggers, . . . . .	Day	—	3.28	—	—	—
Riggers, . . . . .	Month	—	—	66.00	—	—
Screw makers, . . . . .	Day	2.80	—	—	—	—
Storehouse keepers, . . . . .	Year	1,200.00	—	—	—	—
Storehouse keepers, assistant, . . . . .	Month	70.00	—	—	—	—
Teamsters (one horse), . . . . .	Day	2.16	—	—	—	—
Teamsters (two horse), . . . . .	Day	2.24	—	—	—	—
Tool grinders, . . . . .	Day	2.32	—	—	—	—
		2.80	—	—	—	—
Tool keepers, . . . . .	Day	{ 2.32	—	—	—	—
		2.24 }	—	—	—	—
Tool makers, . . . . .	Day	—	4.80	4.56	4.16	<sup>2</sup> 3.76
Tool makers, foremen, . . . . .	Month	135.00	—	—	—	—
Toolsmiths, . . . . .	Day	3.28	—	—	—	—
Woodworkers, foremen, . . . . .	Month	140.00	—	—	—	—
Workmen, skilled, . . . . .	Day	—	5.50	3.76	3.28	<sup>3</sup> —
Workmen, skilled, . . . . .	Month	—	—	—	—	<sup>3</sup> 100.00

<sup>1</sup> Six classes in all: Fifth class, \$3.52; sixth class, \$2.80 a day.<sup>2</sup> Six classes in all: Fifth class, \$3.52; sixth class, \$3.28 a day.<sup>3</sup> Eight classes in all: Fifth class, \$3.04; sixth class, \$2.72; seventh class, \$2.64; eighth class, \$2.48 a day.

TABLE 15. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Ambulance Drivers.</b>									
Boston, . . . . .	-	-	\$17.50	Reg.	Reg.	8	8	<sup>2</sup> 56	<sup>2</sup> 6
<b>Attendants.</b>									
Boston (Bath dept.), . .	-	-	15.00	-	-	8	8	48	-
<b>Blacksmiths.</b>									
Boston (Park employees), .	-	\$3.25	19.50	-	-	8	4	44	12
Medford, . . . . .	-	-	21.00	-	-	8	4	44	12
New Bedford, . . . . .	-	3.50	21.00	-	-	8½	5½	48	12
Newton, . . . . .	-	3.00	18.00	Reg.	Reg.	8	8	48	3
Somerville, . . . . .	-	3.25	-	-	-	8	8	48	5
<b>Blacksmiths' Helpers.</b>									
New Bedford, . . . . .	-	2.75	16.50	-	-	8½	5½	48	12
Newton, . . . . .	-	2.75	16.50	Reg.	Reg.	8	8	48	3
<b>Carpenters.</b>									
New Bedford, . . . . .	-	3.00	18.00	-	-	8½	5½	48	12
<b>Chauffeurs.</b>									
Boston:									
Ambulance drivers, . .	-	-	17.50	Reg.	Reg.	8	8	<sup>2</sup> 56	<sup>2</sup> 6
Cemetery dept., . . .	-	-	21.00	-	-	8	4	44	12
Chauffeurs, first class, .	-	-	21.00	-	-	8	5	45	12
Newton, . . . . .	-	3.04	-	Reg.	Reg.	8	8	48	3
<b>Custodians.</b>									
Boston (Bath dept.), . .	-	-	15.00	-	-	8	8	48	-
Springfield (school house), .	\$0.30	2.40	<sup>3</sup> 14.40	Reg.	Reg.	8	5½	<sup>4</sup> 48	12
<b>Drawtenders.</b>									
Boston:									
Drawtenders, . . . . .	-	-	25.00	-	-	8	8	56	-
Drawtenders, first assistant, .	-	-	21.15	-	-	8	8	56	-
Drawtenders, second assistant, .	-	-	19.23	-	-	8	8	56	-
<b>Drillers.</b>									
New Bedford (hand), . . .	-	2.75	16.50	-	-	8½	5½	48	12
New Bedford (steam), . . .	-	3.00	18.00	-	-	8½	5½	48	12
<b>Electrical Workers (Linemen).</b>									
Boston, . . . . .	-	3.50	-	-	-	8	8	48	-
<b>Electricians.</b>									
Boston (Port Directors' employees), . . . . .	-	4.66⅔	28.00	Reg.	Reg.	8	4	44	12

<sup>1</sup> For explanation of symbols, see note 1 on p. 8.<sup>2</sup> Work 7 days per week with 5 hours off on alternate Sundays.<sup>3</sup> Minimum rate; rates range up to \$22; majority receive \$17 and \$20.<sup>4</sup> Work 2½ hours on Sunday.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Engineers, Stationary.</b>									
Boston (Cemetery dept.), . . .	-	\$3.00	-	-	-	8	4	44	12
Lowell (chief), . . .	-	-	\$28.80	2 T.	2 T.	8	4	44	12
Lowell (assistant), . . .	-	-	24.00	2 T.	2 T.	8	4	44	12
New Bedford (hoisting and portable, chief), . . .	-	-	21.00	Reg.	Reg.	8½	5½	48	12
Salem, . . .	<sup>1</sup> \$0.75	-	27.50	2 T.	2 T.	8	4	44	12
Springfield (road rolling), . . .	1.75	-	24.00	2 -	2 T.	8	4	44	12
<b>Firemen, Stationary.</b>									
Lowell, . . .	-	-	19.50	Reg.	Reg.	8	8	48	-
Watertown, . . .	.34½ <sub>11</sub>	2.72½ <sub>11</sub>	15.00	Reg.	Reg.	8	4	44	12
<b>Foremen.</b>									
Boston:									
Cemetery dept., teamsters, . . .	-	3.00	-	-	-	8	4	44	12
Highway dept., sub-foremen, . . .	-	-	23.01	-	-	8	4	44	12
Park employees, . . .	-	3.25	19.50	-	-	8	4	44	12
Water workers, . . .	-	<sup>3</sup> 4.81	<sup>3</sup> 1,500.00	1½ T.	2 T.	8	4	44	12
Fall River, . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Lynn, . . .	.37½	3.00	18.00	-	-	8	8	48	-
Medford, . . .	-	-	19.00-25.00	-	-	8	4	44	12
New Bedford:									
Blacksmiths, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Carpenters, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Sewer workers, . . .	.50	4.00	24.00	-	-	8½	5½	48	12
Street dept. employees, . . .	-	3.50	21.00	-	-	8½	5½	48	12
Newton, . . .	-	3.20	-	Reg.	Reg.	8	8	48	3
Waltham, . . .	-	{ 2.75-3.50 }	-	1½ T.	1½ T.	8	8	48	5
Winchester:									
First class, . . .	-	3.25	19.50	-	-	8½	5	48	12
Second class, . . .	-	{ 2.75-3.00 }	16.50-18.00	-	-	8½	5	48	12
Stablemen, . . .	-	-	<sup>4</sup> 14.42	-	-	8½	5	48	12
Street sweepers, . . .	-	2.75	16.50	1½ T.	1½ T.	8½	5	48	12
Teamsters, . . .	-	2.75	16.50	-	-	8½	5	48	12
Tree dept., . . .	-	3.00	18.00	-	-	8½	5	48	12
<b>Gardeners and Assistants.</b>									
Boston (Cemetery dept.), . . .	-	3.00	-	-	-	8	4	44	12
Boston (Cemetery dept., as-sistants), . . .	-	2.75	-	-	-	8	4	44	12
Newton, . . .	-	2.56	-	Reg.	Reg.	8	8	48	3
<b>Graders and Sodders.</b>									
Boston (Cemetery dept.), . . .	-	2.75	-	-	-	8	4	44	12
Boston (Highway dept.), . . .	-	2.75	-	1½ T.	2 T.	8	4	44	12
<b>Grave Diggers.</b>									
Boston (Cemetery dept.), . . .	-	2.50	-	-	-	8	4	44	12
<b>Harness Makers.</b>									
Somerville, . . .	-	3.25	-	-	-	8	8	48	5

<sup>1</sup> Broken time, 75 cents an hour.<sup>2</sup> Time and one-half before 9 p.m.; double time after 9 p.m., and also on Saturday afternoon.<sup>3</sup> Rate per year, \$1,500; day rate on basis of 312 working days, about \$4.81.<sup>4</sup> Also rent furnished, equivalent to \$120 yearly.



TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
<b>Horseshoers.</b>									
Somerville, . . . . .	-	\$3.25	-	-	-	8	8	48	5
<b>Inspectors.</b>									
Boston:									
Sanitary and Street Cleaning dept., . . . . .	-	1 3.51	<sup>1</sup> \$1,095.50	-	-	8	8	48	2-
Street Oiling and Watering dept., . . . . .	-	1 3.51	<sup>1</sup> \$1,095.50	-	-	8	8	48	2-
Water workers, . . . . .	-	<sup>3</sup> 4.81	<sup>3</sup> \$1,500.00	1½ T.	2 T.	8	4	44	12
<b>Iron Workers.</b>									
Boston (Park employees), . . . . .	-	3.50	21 00	-	-	8	4	44	12
<b>Laborers.</b>									
Arlington, . . . . .	\$0.28 <sup>1</sup> / <sub>8</sub>	2.25	13.50	1½ T.	1½ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	2.50	-	-	-	8	4	44	12
Highway dept., . . . . .	-	-	15.00	1½ T.	2 T.	8	4	44	12
Highway dept., skilled, . . . . .	-	2.75	-	1½ T.	2 T.	8	4	44	12
Metropolitan District, <sup>4</sup> . . . . .	-	2.50	15.00	1½ T.	1½ T.	8	4	44	12
Park dept., . . . . .	-	2.50	15.00	-	-	8	4	44	12
Port Directors' employees, . . . . .	-	2.50	15.00	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., Union A, . . . . .	-	2.50	15.00	1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept., Union B, . . . . .	-	2.50	15.00	1½ T.	2 T.	8	8	48	6-8
Water workers, . . . . .	-	2.50	15.00	1½ T.	2 T.	8	4	44	12
Water workers, skilled, . . . . .	-	2.75	16.50	1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	-	2.50	15.00	Reg.	2 T.	8	4	44	12
Chelsea, . . . . .	-	2.50	-	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Fitchburg, . . . . .	.32	2.56	15.36	Reg.	Reg.	8 8	5 8	48	5 5
Lowell:									
Paving, . . . . .	.31¼	2.50	15.00	-	-	9	4	48	12
Pick and shovel, . . . . .	-	2.25	13.50	1½ T.	2 T.	8	8	48	-
Street sweepers, . . . . .	-	2.25	13.50	1½ T.	2 T.	8	8	48	-
Lynn, . . . . .	.31¼	2.50	15.00	-	-	8	8	48	-
Medford, . . . . .	-	-	15.00	-	-	8	4	44	12
Melrose, . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4
Nahant, . . . . .	-	2.50	15.00	-	-	8	8	48	6
New Bedford, . . . . .	-	2.25	13.50	-	-	8½	5½	48	12
New Bedford (sewers), . . . . .	-	2.50	15.00	-	-	8½	5½	48	12
Newton, . . . . .	-	2.50	15.00	Reg.	Reg.	8	8	48	3
Newton (skilled), . . . . .	-	2.72	-	Reg.	Reg.	8	8	48	3
Revere, . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4½
Somerville, . . . . .	-	2.35	-	-	-	8	8	48	5
Taunton, . . . . .	.25	2.00	12.00	-	-	8	8	48	5
Waltham, . . . . .	-	2.50	-	1½ T.	1½ T.	8	8	48	5
Watertown, . . . . .	.34½	2.72½	15.00	Reg.	Reg.	8	4	44	12
Wellesley, . . . . .	-	2.25	13.50	Reg.	Reg.	9	5	50	12
Westfield, . . . . .	{ 7.20 22½ }	-	-	Reg.	Reg.	10	8 9	8 59	8 4

<sup>1</sup> Rate per year, \$1,095.50; day rate on basis of 312 working days, about \$3.51.

<sup>2</sup> Given Saturday half-holiday when weather and working conditions permit.

<sup>3</sup> Rate per year, \$1,500; day rate on basis of 312 working days, about \$4.81.

<sup>4</sup> Employed by the Metropolitan Water and Sewerage Board. Strictly speaking these are State employees, not employees of any municipality.

<sup>5</sup> During 5 months, 5 hours on Saturday, and 9 hours on 3 days of the week.

<sup>6</sup> One day, 8 hours.

<sup>7</sup> On December 25, 1916, increase of 2½ cents in each rate went into effect.

<sup>8</sup> During 4 months, 5 hours on Saturday, 55 hours a week.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Laborers — Con.									
Winchester, . . . . .	\$0.31¼	\$2.50	\$15.00	1½ T.	1½ T.	8½	5	48	12
Woburn, . . . . .	.28½	2.25	13.50	-	-	8	8	48	4
Worcester, . . . . .	.28½	2.25	13.50	-	Reg.	8	8	48	-
Lamplighters.									
Boston, . . . . .	-	2.00	14.00	-	-	-	-	-	-
Marble Rubbers.									
Boston (Cemetery dept.), .	-	2.50	-	-	-	8	4	44	12
Mechanics.									
Boston (Port Directors' employees), . . . . .	-	3.75	22.50	Reg.	Reg.	8	4	44	12
Waltham, . . . . .	-	{ 2.75- 3.50 }	-	1½ T.	1½ T.	8	8	48	5
Painters.									
Boston (Cemetery dept.), .	-	2.75	-	-	-	8	4	44	12
Somerville, . . . . .	-	3.25	-	-	-	8	8	48	5
Pavers.									
Boston, <sup>1</sup> . . . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	-
Boston (Highway dept.), .	-	-	18.00	1½ T.	2 T.	8	4	44	12
Lowell (block and cobble), .	.53½	4.25	25.50	1½ T.	2 T.	9	4	48	12
New Bedford (block), . . .	-	3.00	18.00	-	-	8½	5½	48	12
New Bedford (cobble), . . .	-	2.75	16.50	-	-	8½	5½	48	12
Rammermen.									
Boston (Highway dept.), .	-	2.75	-	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	9	4	48	12
Sewer Workers.									
Cambridge:									
Bracers, . . . . .	-	2.75	16.50	Reg.	-	8	4	44	12
Bracers' tenders, . . . . .	-	2.50	15.00	Reg.	-	8	4	44	12
Concrete mixers, . . . . .	-	2.50	15.00	Reg.	-	8	4	44	12
Pipe layers, . . . . .	-	2.75	16.50	Reg.	-	8	4	44	12
Pipe layers' helpers, . . .	-	2.50	15.00	Reg.	-	8	4	44	12
Stablemen.									
Boston:									
Cemetery dept., . . . . .	-	2.50	-	-	-	8	4	44	12
Highway dept., . . . . .	-	2.75	-	1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept., . . . . .	-	2.75	16.50	Reg.	2 T.	8	8	48	-
Cambridge, . . . . .	-	2.50	15.00	Reg.	2 T.	8	4	44	12
Chelsea, . . . . .	-	2.50	-	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.30	2.40	16.80	Reg.	Reg.	8	8	56	-
Lowell, . . . . .	-	2.50	17.50	-	-	8	8	56	-
Lynn, . . . . .	.31¼	2.50	15.00	-	-	8	8	48	-
Medford, . . . . .	-	-	15.00	-	-	8	4	44	12
Somerville, . . . . .	-	2.50	-	-	-	8	8	48	5
Taunton, . . . . .	.28½	2.25	13.50	-	-	8	8	48	5
Winchester, . . . . .	.31¼	2.50	15.00	1½ T.	1½ T.	8½	5	48	12
Woburn, . . . . .	.28½	2.25	13.50	-	-	8	8	48	4
Worcester, . . . . .	.28½	2.25	13.50	-	Reg.	8	8	48	-

<sup>1</sup> Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.<sup>2</sup> One day, 8 hours.<sup>3</sup> Average rate; no minimum rate established.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Steam Roller Men.									
Lowell, . . . . .	-	-	\$24.00	-	-	8	4	44	12
Medford, . . . . .	-	-	22.50	-	-	8	4	44	12
Winchester (engineers), . . . . .	-	-	22.50	1½ T.	1½ T.	8½	5	48	12
Winchester (flagmen), . . . . .	\$0.31¼	\$2.50	15.00	1½ T.	1½ T.	8½	5	48	12
Stone Cutters.									
Boston (Highway dept.), . . . . .	-	-	18.00	1½ T.	2 T.	8	4	44	12
Street Sweepers.									
Lowell, . . . . .	-	2.25	13.50	1½ T.	2 T.	8	8	48	-
Winchester, . . . . .	-	2.00	12.00	1½ T.	1½ T.	8½	5	48	12
Teamsters.									
Arlington, . . . . .	.31¼	2.50	15.00	1½ T.	1½ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	2.50	-	-	-	8	4	44	12
Highway dept., . . . . .	-	2.75	-	1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept., single, . . . . .	-	2.50	15.00	Reg. 1½ T.	2 T.	8	4	44	12
Sanitary and Street Cleaning dept., double, . . . . .	-	2.75	-	Reg.	2 T.	8	4	44	12
Brockton, . . . . .	-	-	15.00	-	-	8	8	48	4
Cambridge, . . . . .	-	2.50	15.00	Reg.	2 T.	8	4	44	12
Chelsea (single), . . . . .	-	2.50	-	Reg.	Reg.	8	4	44	12
Chelsea (double), . . . . .	-	2.66⅔	-	Reg.	Reg.	8	4	44	12
Fall River (single), . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Fall River (double), . . . . .	-	2.75	16.50	Reg.	Reg.	8½	5½	48	12
Fitchburg (double), . . . . .	.32	2.56	15.36	Reg.	Reg.	1 8	1 8	48	15
Lowell (Union A), . . . . .	-	2.50	15.00	1½ T.	2 T.	2 9	4	48	12
Lowell (Union B), . . . . .	-	2.50	15.00	-	-	8½	5½	48	12
Lynn (single), . . . . .	-	-	16.00	-	-	8	8	48	-
Lynn (double), . . . . .	-	-	17.00	-	-	8	8	48	-
Malden, . . . . .	-	2.50	15.00	-	-	8	8	48	5
Medford, . . . . .	-	-	15.00	-	-	8	4	44	12
Melrose (single), . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4
Melrose (double), . . . . .	.34⅔	2.75	16.50	Reg.	Reg.	8	8	48	4
New Bedford, . . . . .	-	2.50	15.00	-	-	8½	5½	48	12
Newton, . . . . .	-	2.50	15.00	Reg.	Reg.	8	8	48	3
Revere, . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4½
Somerville, . . . . .	-	2.35	-	-	-	8	8	48	5
Taunton (single), . . . . .	.28½	2.25	13.50	-	-	8	8	48	5
Taunton (double), . . . . .	.31¼	2.50	15.00	-	-	8	8	48	5
Waltham, . . . . .	-	2.75	-	1½ T.	1½ T.	8	8	48	5
Watertown, . . . . .	.34½	2.72½	15.00	Reg.	Reg.	8	4	44	12
Wellesley, . . . . .	-	2.25	13.50	Reg.	Reg.	9	5	50	12
Winchester, . . . . .	-	2.53⅓	15.50	-	-	8½	5	48	12
Woburn, . . . . .	.31¼	2.50	15.00	-	-	8	8	48	4
Worcester (single), . . . . .	.28½	2.25	13.50	-	Reg.	8	8	48	-
Worcester (double), . . . . .	.32	2.56	15.36	-	Reg.	8	8	48	-
Teamsters' Helpers.									
Boston (Sanitary and Street Cleaning dept.), . . . . .	-	2.50	15.00	Reg. 1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	-	2.50	15.00	Reg.	2 T.	8	4	44	12
Fall River, . . . . .	.30	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Lowell (Union A), . . . . .	-	2.25	13.50	1½ T.	2 T.	2 9	4	48	12
Lowell (Union B), . . . . .	-	2.25	13.50	-	-	8½	5½	48	12

<sup>1</sup> During 5 months, 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.<sup>2</sup> One day, 8 hours.<sup>3</sup> Receive \$15, unless they care for horses, when \$1 for single teamsters and \$2 for double teamsters is added.

TABLE 15. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
<b>Teamsters' Helpers — Con.</b>									
Lynn, . . . . .	—	\$2.50	\$15.00	—	—	8	8	48	—
Malden, . . . . .	—	2.50	15.00	—	—	8	8	48	5
New Bedford (single), . . . . .	—	2.25	13.50	—	—	8½	5½	48	12
New Bedford (double), . . . . .	—	2.50	15.00	—	—	8½	5½	48	12
Revere, . . . . .	\$0.31¼	2.50	15.00	Reg.	Reg.	8	8	48	4½
Taunton, . . . . .	.28¼	2.25	13.50	—	—	8	8	48	5
Winchester, . . . . .	.31¼	2.50	15.00	—	—	8¾	5	48	12
Woburn, . . . . .	.28¼	2.25	13.50	—	—	8	8	48	4
<b>Tool Sharpeners.</b>									
Boston (Cemetery dept.), . . . . .	—	3.50	—	—	—	8	4	44	12
<b>Tree Climbers.</b>									
Newton, . . . . .	—	{ 2.56— 2.72 }	—	Reg.	Reg.	8	8	48	3
Winchester, . . . . .	—	2.75	16.50	—	—	8¾	5	48	12
<b>Tree Men.</b>									
Boston (Cemetery dept.), . . . . .	—	2.75	—	—	—	8	4	44	12
<b>Watchmen.</b>									
Boston (Highway dept.), . . . . .	—	2.75	—	1½ T.	2 T.	8	4	44	12
Boston (Port Directors' employees), . . . . .	—	3.00	21.00	—	—	8	8	56	—
Woburn, . . . . .	.28¼	2.25	13.50	—	—	8	8	48	4

## C. STEAM AND ELECTRIC RAILWAY SERVICE.

## STEAM RAILROAD SERVICE.

*Introductory Note.* — The information presented in the following table (Table 16) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on October 1, 1916, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

Special attention should be called to the fact that the hours of labor and the overtime and emergency rates of pay in the case of employees engaged in the operation of trains are now in process of adjustment, in accordance with the provisions of the so-called "Adamson Act." This act, passed by Congress early in September, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work, for the purpose of reckoning the compensation of all employees engaged in the operation of trains (with certain specified exceptions), and further provided for the appointment of a commission which should observe the operation and effects of the institution of such eight-hour standard workday for a period of not less than six months, nor more than nine months, and, within thirty days thereafter, should report its findings to the President and Congress. The act also provided that, pending the report of the Commission and for a period of thirty days thereafter, the compensation of railway employees subject to this act should not be reduced below the present standard day's wage, and for all necessary time in excess of eight hours, such employees should be paid at a rate not less than the *pro rata* for such standard eight hours of work. Penalties for violation of the provisions of the act were also provided. In accordance with the provisions of the act the Commission should report not later than October 31, 1917, whereupon the matter will again come before Congress for action.

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by the Federal law applicable to that class of service.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

TABLE 16. STEAM RAILROAD SERVICE.

## OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME <sup>1</sup>	EMERGENCY SERVICE <sup>2</sup>			Daily Miles	Daily Hours of Labor <sup>3</sup>
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates	Hourly Rates of Wages	One Hour or Less	From One to Five Hours	Over Five Hours		
<b>Conductors, Trainmen, and Yardmen.</b>									
<i>Baggagemen, Passenger.</i>									
Railroad A, . . . . .	\$0.0165	\$2.75	\$82.50	\$0.275	\$0.275	\$1.375	\$2.75	166	10
Railroad B, . . . . .	.0165	2.75	77.35	.275	-	-	-	166	10
Railroad C, . . . . .	.0165	2.75	77.00	.275	.275	1.375	2.75	166	10
Railroad D, . . . . .	-	-	<sup>4</sup> 16.00	Reg.	-	-	-	-	10
<i>Brakemen, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . . .	.03	3.00	-	Reg.	-	-	-	100	10
<i>Brakemen, Milk Train.</i>									
Railroad A, . . . . .	.0189	3.05	79.30	Reg.	-	-	-	162	10
<i>Brakemen, Passenger.</i>									
Railroad A, . . . . .	.016	2.55	76.50	.255	.255	1.275	2.55	159	10
Railroad B, . . . . .	.016	2.55	72.35	.255	-	-	-	159	10
Railroad C, . . . . .	.016	2.55	71.40	.255	.255	1.275	2.55	159	10
Railroad D, . . . . .	-	-	<sup>4</sup> 14.75	Reg.	-	-	-	-	10
<i>Brakemen, Through and Irregular Freight, etc.</i>									
Railroads A, B, and C, . . . .	.0267	-	-	Reg.	-	-	-	100	10
<i>Brakemen, Yard.</i>									
Railroad A, day, . . . . .	<sup>5</sup> .33 .35	-	-	Reg.	-	-	-	-	10
Railroad A, night, . . . . .	<sup>5</sup> .35 .37	-	-	Reg.	-	-	-	-	10
Railroad B, day, . . . . .	<sup>6</sup> .35	-	-	Reg.	-	-	-	-	10
Railroad B, night, . . . . .	<sup>6</sup> .37	-	-	Reg.	-	-	-	-	10
Railroad B, first trick, . . . .	-	2.80	-	Reg.	-	-	-	-	8
Railroad B, second trick, . . .	-	2.88	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . . .	-	2.96	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	<sup>5</sup> .33 .34 .35	-	-	Reg.	-	-	-	-	10
Railroad C, night, . . . . .	<sup>5</sup> .35 .36 .37	-	-	Reg.	-	-	-	-	10

<sup>1</sup> Overtime is time in excess of 10 hours a day or 100 miles a day, except for extension circuit trips, so called. Unless otherwise stated in the table it is paid for pro rata. For extension circuit trips the payment is for not less than one-quarter of a day, for a round trip or fraction thereof. Special conditions apply to employees tied up on runs under the 16-hour law, or 14-hour law. The abbreviation "Reg." signifies regular rate or "pro rata."

<sup>2</sup> Emergency rates for all employees except as shown in the table are as follows:—

On Railroad A the rate for emergency service is one-half day's pay for less than five hours and not less than a day's pay for over five hours.

On Railroad B rate for emergency service of more than 30 minutes and less than two hours is paid on hourly basis, 60 minutes or less to count as one hour; service of less than five hours or less than one-half of daily mileage — rate is one-half day's pay; over five hours or more than one-half daily mileage — rate is full day's pay.

On Railroad C rate for emergency service of 10 miles or less or one hour or less is as for 10 miles; over one hour or over 10 miles but less than five hours or less than 50 miles is as for 50 miles; over five hours or over 50 miles is a day's pay.

Above overtime and emergency rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>3</sup> Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>4</sup> Weekly rate.

<sup>5</sup> Hourly rates; paid different rates according to location of yard.

<sup>6</sup> Hourly rate.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME  Hourly Rates of Wages	EMERGENCY SERVICE			Daily Miles	Daily Hours of Labor
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Five Hours	Over Five Hours		
<b>Conductors, Trainmen, and Yardmen — Con.</b>									
<i>Conductors, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.045	\$4.50	-	Reg.	-	-	-	100	10
<i>Conductors, Milk Train.</i>									
Railroad A, . . . . .	.029	4.50	\$117.00	Reg.	-	-	-	155	10
<i>Conductors, Passenger.</i>									
Railroad A, . . . . .	.029	{ <sup>1</sup> 4.25 4.50	{ <sup>1</sup> 110.50 135.00	\$0.45	\$0.45	\$2.25	\$4.50	155	10
Railroad B, . . . . .	.029	4.50	125.00		-	-	-	155	10
Railroad C, . . . . .	.029	4.50	126.00		.45	2.25	4.50	155	10
Railroad D, . . . . .	-	-	<sup>2</sup> 24.00		-	-	-	-	10
<i>Conductors, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.04	-	-	Reg.	-	-	-	100	10
<i>Conductors, Yard.</i>									
Railroad A, day, . . . . .	{ <sup>3</sup> .36 .38	-	-	Reg.	-	-	-	-	10
Railroad A, night, . . . . .	{ <sup>3</sup> .38 .40	-	-	Reg.	-	-	-	-	10
Railroad B, day, . . . . .	{ <sup>4</sup> .38 .40	-	-	Reg.	-	-	-	-	10
Railroad B, night, . . . . .	{ <sup>4</sup> .38 .40	-	-	Reg.	-	-	-	-	10
Railroad B, first trick, . . .	-	3.04	-	Reg.	-	-	-	-	8
Railroad B, second trick, . .	-	3.12	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . .	-	3.20	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	{ <sup>3</sup> .36 .37 .38	-	-	Reg.	-	-	-	-	10
Railroad C, night, . . . . .	{ <sup>3</sup> .38 .39 .40	-	-	Reg.	-	-	-	-	10
<i>Conductors, Assistant, Passenger.</i>									
Railroad A, . . . . .	.023	3.57	106.60	.357	.357	1.785	3.57	155	10
Railroad B, . . . . .	.023	3.57	100.00	.357	-	-	-	155	10
Railroad C, . . . . .	.023	3.57	100.00	.357	.357	1.785	3.57	155	10
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up and Drop Service.</i>									
Railroads A, B, and C, . . .	.03	3.00	-	Reg.	-	-	-	100	10
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0193	3.05	79.30	Reg.	-	-	-	158	10
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroad A, . . . . .	.016	2.60	78.00	.26	.26	1.30	2.60	162	10
Railroad B, . . . . .	.016	2.60	72.35	.26	-	-	-	162	10
Railroad C, . . . . .	.016	2.60	72.80	.26	.26	1.30	2.60	162	10
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0267	-	-	Reg.	-	-	-	100	10

<sup>1</sup> On one branch receive the smaller rate.<sup>2</sup> Weekly rate.<sup>3</sup> Hourly rates; paid different rates according to location of yard.<sup>4</sup> Hourly rate.



TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.

## OPERATION OF TRAINS—Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor <sup>2</sup>
	Per Day	OVERTIME <sup>1</sup>			
		Hour	Mileage Rate (pro rata over 100 miles)		
Engineers, Locomotive.					
Local Freight.					
Railroad A, . . . . .	{ <sup>3</sup> \$5.00	—	\$0.05	} 100	—
Railroad B, . . . . .	<sup>3</sup> 5.10	—	.051		10
Railroad C, . . . . .	5.00	Reg. .05	.0667		75
Local Passenger.					
Railroads B and C, . . . . .	4.25	.50	.0425	100	10
Railroad C (consolidation engine), . . . . .	4.75	Reg. .0475	.0475	100	10
Railroad D, . . . . .	<sup>4</sup> 25.50	Reg. —	—	—	10
Mallet Type Engines.					
Railroad A, . . . . .	5.85	Reg. .0585	.0585	100	10
Milk Trains.					
Railroad A, . . . . .	{ <sup>3</sup> 4.75	Reg. .0475	.0475	} 100	10
Railroad B, . . . . .	<sup>3</sup> 4.85	Reg. .0485	.0475		100
Railroad B, . . . . .	4.75	Reg. .0475	.0475	100	10
Switching.					
Railroad A, . . . . .	4.11	Reg. —	—	—	10
Railroads B and C, . . . . .	4.10	Reg. —	—	—	10
Railroad C (consolidation engine), . . . . .	4.75	Reg. —	—	—	10
Railroad D, . . . . .	<sup>4</sup> 24.60	Reg. —	—	—	<sup>5</sup> 9
Through Freight.					
Railroad A, . . . . .	{ <sup>3</sup> 4.75	Reg. .0475	.0475	} 100	10
Railroads B and C, . . . . .	<sup>3</sup> 4.85	Reg. .0485	.0475		100
Railroads B and C, . . . . .	4.75	Reg. .0475	.0475	100	10
Through Passenger.					
Railroads A, B, and C, . . . . .	4.25	.50	.0425	100	5

<sup>1</sup> Rates shown do not include rates paid for emergency service, so called, or special rates for certain duties. On Railroad A engineers in train service when resuming duty on continuous trips, after having been tied up under the law governing hours, are paid from tie-up point to terminal on following basis: For 50 miles or less, or 5 hours or less, payment is for 50 miles; for more than 50 miles or over 5 hours, payment is for 100 miles. Engineers of road freight trains, when required in emergency to go with stock to certain yards, are allowed a minimum road rate of 2 hours after arrival at yard. If time exceeds 2 hours they are allowed 3 hours' pay; if it exceeds 3 hours, 4 hours' pay, etc. Engineers in switching service receive road rates for work in certain yards.

On Railroad C, emergency service (extra work required between regular laid-out day trips or before registering off duty) payment for 10 miles is allowed for less than 10 miles, or less than one hour's work; payment for 50 miles is allowed for over 10 miles and less than 50 miles, or for over one hour and less than 5 hours; a day's pay is allowed for 50 miles or over, or for 5 hours or over. For emergency service in making locomotive repairs, payment is for one hour when employed less than an hour; 5 hours for over one hour but less than 5 hours, and one day's pay for over 5 hours and up to 10 hours. Passenger engineers who are required to heat trains, who repair engines at points where no men are employed for the purpose, or perform other extra service for which extra time is agreed to be paid, are paid 50 cents an hour. In switching service 29 minutes or less are not counted in paying overtime. For over 29 minutes payment is for one hour; for over one hour and less than 5 hours, payment is for 5 hours; for 5 hours or over, one day's pay.

Above overtime rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>2</sup> Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>3</sup> Rates paid according to class of engine.

<sup>4</sup> Weekly rate.

<sup>5</sup> First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor <sup>2</sup>
	Per Day	OVERTIME <sup>1</sup>			
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Firemen, Locomotive.<sup>3</sup></b>					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	\$2.90	Reg.	\$0.029	100	10
80,000 to 100,000 pounds, . . . . .	3.00	Reg.	.03	100	10
100,000 to 140,000 pounds, . . . . .	3.15	Reg.	.0315	100	10
140,000 to 170,000 pounds, . . . . .	3.25	Reg.	.0325	100	10
170,000 to 200,000 pounds, . . . . .	3.35	Reg.	.0335	100	10
200,000 to 250,000 pounds, . . . . .	3.45	Reg.	.0345	100	10
250,000 to 300,000 pounds, . . . . .	3.70	Reg.	.037	100	10
Over 300,000 pounds, . . . . .	4.15	Reg.	.0415	100	10
Mallet engines (regardless of weight), . . . . .	4.15	Reg.	.0415	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.90	Reg.	.029	100	10
Over 250,000 pounds, . . . . .	3.15	Reg.	.0315	100	10
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.75	Reg.	.0275	100	10
80,000 to 100,000 pounds, . . . . .	2.85	Reg.	.0285	100	10
100,000 to 140,000 pounds, . . . . .	3.00	Reg.	.03	100	10
140,000 to 170,000 pounds, . . . . .	3.10	Reg.	.031	100	10
170,000 to 200,000 pounds, . . . . .	3.20	Reg.	.032	100	10
200,000 to 250,000 pounds, . . . . .	3.30	Reg.	.033	100	10
250,000 to 300,000 pounds, . . . . .	3.55	Reg.	.0355	100	10
Over 300,000 pounds, . . . . .	4.00	Reg.	.04	100	10
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.75	Reg.	.0275	100	10
Over 250,000 pounds, . . . . .	3.00	Reg.	.03	100	10
<i>Passenger.</i>					
Railroad D, . . . . .	4 15.75	Reg.	-	-	10
<i>Passenger, Through.<sup>5</sup></i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.45	\$0.30	.0245	100	5
80,000 to 100,000 pounds, . . . . .	2.50	.30	.025	100	5
100,000 to 140,000 pounds, . . . . .	2.60	.30	.026	100	5
140,000 to 170,000 pounds, . . . . .	2.70	.30	.027	100	5
170,000 to 200,000 pounds, . . . . .	2.85	.30	.0285	100	5
200,000 to 250,000 pounds, . . . . .	3.00	.30	.03	100	5
250,000 to 300,000 pounds, . . . . .	3.20	.30	.032	100	5
300,000 to 350,000 pounds, . . . . .	3.40	.30	.034	100	5
Over 350,000 pounds, . . . . .	3.60	.30	.036	100	5
Mallet engines (regardless of weight), . . . . .	4.00	.30	.04	100	5

<sup>1</sup> For emergency service, or certain special duties, rates are practically the same as in the case of engineers. Above overtime rates of wages are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>2</sup> Hours of labor are in process of adjustment as the result of the passage of the Adamson Act. (See "Introductory Note," on p. 111).

<sup>3</sup> Classified by weight of locomotives in pounds on drivers.

<sup>4</sup> Weekly rate.

<sup>5</sup> Same rates of wages apply for same type of engines in local (or "turn-around") passenger service, but hours are 8 in 12 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor
	Per Day	OVERTIME			
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Firemen, Locomotive — Con.</b>					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds, . . . . .	\$2.50	Reg.	\$0.025	100	10
140,000 pounds and over, . . . . .	2.60	Reg.	.026	100	10
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	10
Consolidation type engines, 70 tons and over, . . . . .	2.90	Reg.	.029	100	10
Railroad D, . . . . .	<sup>1</sup> 14.55	Reg.	-	-	<sup>2</sup> 9
<i>Hostlers.</i>					
Railroads A, B, and C:					
Hostlers, . . . . .	2.40	Reg.	-	-	10
Hostlers handling engines between passenger stations, and roundhouses or yards or on main tracks, . . . . .	3.25	Reg.	-	-	10
Assistants in above work, . . . . .	2.50	Reg.	-	-	10

<sup>1</sup> Weekly rate.

<sup>2</sup> First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR <sup>1</sup>		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
<b>Blacksmiths.</b>					
Railroad B, . . . . .	Day	<sup>2</sup> \$3.10	10	8	58
<b>Clerks.</b>					
Railroad C, . . . . .	Week	<sup>3</sup> 7.50-23.00	8	5	45
<b>Draftsmen (Head).</b>					
Railroad C, . . . . .	Week	<sup>4</sup> 21.00	8	5	45
<b>Electricians.</b>					
Railroad A: <sup>5</sup>					
Interlocking, . . . . .	Day	2.62½	10	10	60
Linemen, chief, . . . . .	Day	2.88¾	10	10	60
Linemen, telephone, . . . . .	Day	3.09	10	10	70
Wiremen, chief, signal, . . . . .	Day	3.37, 3.09	10	10	70
Railroad B (wiremen), . . . . .	Day	<sup>2</sup> 2.85	10	8	58
Railroad C:					
Circuit designers, . . . . .	Week	25.30	9	9	54
Linemen, <sup>6</sup> . . . . .	Day	3.15, 3.07	9	9	54
Linemen, . . . . .	Week	27.50	10	10	60
Wiremen, <sup>7</sup> . . . . .	Day	3.57, 3.31	9	9	54
Railroad D (first class), . . . . .	Week	16.50	9	8	53
Railroad D (second class), . . . . .	Week	15.00	9	8	53
<b>Foremen.</b>					
Railroad A (interlocking), . . . . .	Day	<sup>8</sup> 3.37	10	10	70
Railroad A (signal), . . . . .	Day	<sup>8</sup> 3.37	10	10	70
Railroad B (foremen), . . . . .	Week	<sup>9</sup> 25.20	10	10	60
Railroad B (foremen, general), . . . . .	Week	<sup>9</sup> 30.00	10	10	60

<sup>1</sup> Overtime rates are as follows: —

*Railroad A.* — Regular maintenance men having large plants or sections are paid for 7 days a week, but work only 8 hours on Sunday. Construction men work 6 days a week and are paid time and one-half for all overtime. When regular maintenance men work with construction men on Sundays, during extensive repairs, they receive time and one-half.

*Railroad B.* — Time and one-quarter is paid for overtime on Sundays, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day up to 6 P.M.; time and one-half thereafter. On other days regular rate is paid up to 8 P.M.; and time and one-half thereafter. When called out at night, time and one-half is paid.

On Railroad B the hours of labor were changed in June, 1917; for 6-day men, 9½ hours on 5 days and 8 hours on Saturday; for 7-day men the same hours on 6 days and 8 hours on Sunday; all to be paid for 10 hours a day, and all overtime at the rate of time and one-half.

*Railroad C.* — Regular maintenance men are paid time and one-half for all emergency work due to conditions over which they have no control, such as accidents, breakages, or climatic conditions. Construction men are paid time and one-half for all overtime.

*Railroad D.* — Overtime is paid for as time and one-half.

<sup>2</sup> Rate was increased 5 per cent in June, 1917.

<sup>3</sup> Minimum was increased to \$8.10 a week on June 2, 1917.

<sup>4</sup> Rate was increased on May 19, 1917.

<sup>5</sup> Rates were increased 5 per cent on March 31, 1917.

<sup>6</sup> Rates were increased in June, 1917.

<sup>7</sup> Rates were increased 5 per cent in June, 1917.

<sup>8</sup> Rate was increased 5 per cent on March 31, 1917.

<sup>9</sup> Rate was increased \$1.75 a week on June 22, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
<b>Foremen — Con.</b>					
Railroad C:					
Foremen (Boston), . . . . .	Day	<sup>1</sup> \$3.62	9	9	54 <sup>1</sup>
Foremen (outside of Boston), . . . . .	Day	<sup>1</sup> 3.31	9	9	54
Foremen, electrical, <sup>2</sup> . . . . .	Day	3.62, 3.31	9	9	54
Foremen, general, . . . . .	Week	<sup>1</sup> 27.77	10	10	60
Foremen, line, . . . . .	Week	30.50	10	10	60
Railroad D, . . . . .	Week	23.00	9	8	53
<b>Foremen, Assistant.</b>					
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 3.25½	10	10	70
Railroad A (signal), . . . . .	Day	<sup>3</sup> 3.09	10	10	70
Railroad B, . . . . .	Week	<sup>4</sup> 23.10	10	10	60
Railroad C, . . . . .	Day	<sup>5</sup> 3.31	9	9	54
<b>Groundmen.</b>					
Railroad C, . . . . .	Day	<sup>6</sup> 2.10	10	10	60
<b>Helpers.</b>					
Railroad A, <sup>7</sup> . . . . .	Day	2.10, 2.00	10	10	70
Railroad A (mechanical and electrical), . . . . .	Day	<sup>3</sup> 2.36¼	10	10	60
Railroad B, <sup>2</sup> . . . . .	Day	2.50, 2.20, 2.00	10	8	58
Railroad C:					
Helpers, <sup>8</sup> . . . . .	Day	2.05, 1.95	10	10	60
Helpers, general, . . . . .	Day	<sup>1</sup> 2.20	10	10	60
Helpers, tower, . . . . .	Day	<sup>9</sup> 2.67	8	8	56
<b>Lampmen.</b>					
Railroad C (arc light trimmers), . . . . .	Day	<sup>12</sup> 2.47	9	9	54
Railroad C (tower), . . . . .	Day	<sup>9</sup> 1.90	10	10	60
<b>Machinists, Signal.</b>					
Railroad A, . . . . .	Day	<sup>3</sup> 3.41¼	10	10	70
<b>Maintainers.</b>					
Railroad A, <sup>7</sup> . . . . .	Day	3.20, 2.99¼	10	10	70
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 2.78¼	12	12	<sup>10</sup> 84
Railroads A and B (Boston Terminal Division), . . . . .	Day	<sup>11</sup> 3.50, 3.25, 3.00, 2.75, 2.50, 2.25, 2.00	8	8	56
Railroad B, <sup>12</sup> . . . . .	Day	3.35, 3.10, 2.85	10	8	58
Railroad B, <sup>13</sup> . . . . .	Day	3.10, 2.85	10	8	58

<sup>1</sup> Rate was increased 5 per cent in June, 1917.<sup>2</sup> Rates were increased in June, 1917.<sup>3</sup> Rate was increased 5 per cent on March 31, 1917.<sup>4</sup> Rate was increased \$1.75 a week on June 22, 1917.<sup>5</sup> Rate was increased to \$3.90 a day in June, 1917.<sup>6</sup> Rate was increased 5 per cent in April, 1917.<sup>7</sup> Rates were increased 5 per cent on March 31, 1917.<sup>8</sup> In April, 1917, one rating of \$2.10 a day was established.<sup>9</sup> Rate was increased 10 per cent in June, 1917, for tower helpers, and in April, 1917, for tower lampmen.<sup>10</sup> One day off, alternate weeks, with pay.<sup>11</sup> One new rate of \$3.75 a day was established in May, 1917.<sup>12</sup> Rates were increased 20 cents a day on June 8, 1917.<sup>13</sup> Rates were increased 15 cents a day on June 8, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR		
	Unit	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
			Mon-day to Friday	Satur-day	
<b>Maintainers — Con.</b>					
Railroad C:					
Electric light, <sup>1</sup> . . . . .	Day	\$3.31, 2.78	9	9	54
Mechanical, . . . . .	Day	<sup>2</sup> 2.78	9	9	54
Signal, . . . . .	Day	<sup>2</sup> 3.04	10	10	60
<b>Maintainers, Assistant.</b>					
Railroad A, . . . . .	Day	<sup>3</sup> 2.67 $\frac{3}{4}$	10	10	70
Railroad B, . . . . .	Day	<sup>4</sup> 2.50	10	8	58
Railroad C (signal), . . . . .	Day	<sup>2</sup> 2.52	10	10	60
<b>Mechanics.</b>					
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 3.09	10	10	60
Railroad A (signal), . . . . .	Day	<sup>3</sup> 2.80 $\frac{1}{2}$	10	10	60
<b>Repairmen.</b>					
Railroad C (tower), . . . . .	Day	<sup>5</sup> 3.59	9	9	54
<b>Signalmen.</b>					
Railroad C:					
Signalmen, . . . . .	Day	<sup>2</sup> 2.52	10	10	60
Signalmen, general, . . . . .	Day	<sup>2</sup> 2.78	10	10	60
Signalmen, universal, <sup>1</sup> . . . . .	Day	3.31, 3.04	10	10	60
Supervisors, . . . . .	Week	<sup>6</sup> 28.75	9	9	54
Supervisors, assistant, . . . . .	Week	<sup>6</sup> 19.86	9	9	54
<b>Switchfitters.</b>					
Railroad B, <sup>7</sup> . . . . .	Day	3.10, 2.85	10	8	58
Railroad B (chief), . . . . .	Day	<sup>4</sup> 3.35	10	8	58
<b>Switchmen (Groundmen).</b>					
Railroads A and B (Boston Terminal Division), . . . . .	Day	2.96, 2.88, 2.80	8	8	56

<sup>1</sup> Rates were increased 5 per cent in June, 1917.<sup>2</sup> Rate was increased approximately 5 per cent in June, 1917.<sup>3</sup> Rate was increased 5 per cent on March 31, 1917.<sup>4</sup> Rate was increased 15 cents a day in June, 1917.<sup>5</sup> Rate was increased to \$3.67 in June, 1917.<sup>6</sup> Rate was increased in March, 1917.<sup>7</sup> Rates were increased 15 cents a day on June 8, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
<b>Baggagemasters.</b>				
Railroads A and B (Boston), <sup>1</sup>	Week	\$26.00, 25.00	10	70
Railroad C (Boston),	Day	<sup>2</sup> 3.40	—	—
Railroad D (Boston),	Week	15.00, 13.50, 12.50	—	—
Railroad D (way stations),	Week	12.00, 11.00	—	—
<b>Baggagemasters, Assistant.</b>				
Railroads A and B (foremen, Boston),	Day	<sup>3</sup> 2.95	10	{ 60 70
Railroads A and B (assistant foremen, Boston),	Day	<sup>3</sup> 2.65	10	{ 60 70
Railroad C (assistant foremen, Boston),	Day	<sup>4</sup> 3.20	—	—
<b>Baggagemen.</b>				
Railroads A and B (Boston),	Day	2.25, 2.10, 1.90, 1.75	—	—
Railroad C (Boston),	Day	<sup>5</sup> 2.41	—	—
<b>Baggagemen (Boardmen and Valise Room Men).</b>				
Railroads A and B (Boston),	Day	<sup>6</sup> 2.25	10	{ 60 70
Railroad C (Boston),	Day	<sup>5</sup> 2.78	—	—
<b>Baggagemen (Checkmen).</b>				
Railroad A (outside of Boston),	Day	2.53	10	{ 60 70
Railroads A and B (Boston),	Day	<sup>3</sup> 2.65	10	{ 60 70
Railroad C (Boston),	Day	<sup>5</sup> 2.78	—	—
<b>Baggagemen (Mail Porters).</b>				
Railroad C (Boston),	Day	<sup>5</sup> 2.68	—	—
<b>Baggagemen (Parcel Clerks).</b>				
Railroads A and B (Boston),	Day	<sup>3</sup> 2.10	10	{ 60 70
<b>Baggagemen (Porters).</b>				
Railroads A and B (Boston), <sup>7</sup>	Day	2.25, 1.95, 1.85, 1.75	10	{ 60 70
Railroad D,	Week	13.50, 11.20, 10.50	9	53
<b>Baggagemen (Shippers).</b>				
Railroad A (outside of Boston),	Day	2.29	10	{ 60 70
Railroads A and B (Boston),	Day	<sup>3</sup> 2.65	10	{ 60 70
Railroad C (Boston),	Day	<sup>5</sup> 2.89	—	—
<b>Cashiers and Operators.</b>				
Railroad C,	Day	2.95, 2.65	—	—

<sup>1</sup> Rates were increased on May 5, 1917, to \$28 and \$26, respectively.<sup>2</sup> Rate was increased approximately 10 per cent on June 2, 1917.<sup>3</sup> Rate was increased 15 cents a day on May 5, 1917.<sup>4</sup> Two rates, \$3.46 and \$3.35 a day, went into effect on June 2, 1917.<sup>5</sup> Rate was increased 15 cents a day on June 2, 1917.<sup>6</sup> Rate was increased to \$2.80 a day in May, 1917.<sup>7</sup> Two rates, \$2.40 and \$2.25 a day, went into effect on May 5, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
<b>Cleaners.</b>				
Railroads A and B (Boston), <sup>1</sup> . . . .	Day	\$2.00, 1.90, 1.60	10	70
Railroads A and B (Boston), . . . .	Day	<sup>2</sup> 1.90, 1.75	9	63
Railroads A and B (Boston, women), . . . .	Day	<sup>2</sup> 1.40	10	70
Railroad C (foremen), . . . .	Day	2.52	—	—
Railroad C (men), . . . .	Day	2.10	—	—
Railroad C (women), . . . .	Day	1.52	9	54
<b>Clerks (Baggage).</b>				
Railroad A, . . . .	Day	2.17	9	—
Railroad B, <sup>3</sup> . . . .	Day	2.12, 2.05	9	—
Railroad C, . . . .	Day	<sup>4</sup> 2.12	9	—
<b>Clerks and Operators.</b>				
Railroad B, <sup>3</sup> . . . .	Week	18.00, 17.50, 17.30, 16.95, 16.50, 16.00	8	—
Railroad B, <sup>3</sup> . . . .	Week	18.50, 18.00, 17.25, 17.15, 17.00, 16.75, 16.50, 16.00, 15.75, 15.50, 15.00	9	—
Railroad B, <sup>3</sup> . . . .	Week	18.50, 16.00, 14.00	10	—
Railroad B, <sup>3</sup> . . . .	Week	19.00, 18.50, 17.50, 17.15, 17.00, 16.50, 16.00, 15.70, 15.50, 15.00, 14.50, 14.00	12	—
Railroad C, . . . .	Day	3.05, 2.90, 2.80, 2.75, 2.70, 2.65, 2.61½, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 1.45	—	—
<b>Coal Handlers.</b>				
Railroad D, . . . .	Week	12.90	9	53
<b>Crossing Tenders and Gatemen.</b>				
Railroads A and B (Boston), . . . .	Day	<sup>5</sup> 2.65	9	63
Railroad C (outside of Boston), <sup>6</sup> . . . .	Day	1.70-2.15	—	—
Railroad C (head, Boston), . . . .	Day	3.57	10	70
Railroad C (Boston), . . . .	Day	2.78	10	70
Railroad D, . . . .	Week	12.85	9	63
<b>Deck Hands.</b>				
Railroad D (1st class), . . . .	Week	16.00	9	53
Railroad D (2d class), . . . .	Week	15.00	9	53
<b>Drop Tenders.</b>				
Railroad D, . . . .	Week	15.00	—	—
<b>Elevatormen, Passenger.</b>				
Railroads A and B (Boston), . . . .	Day	<sup>5</sup> 1.85, 1.50	10	70
<b>Engineers, Marine.</b>				
Railroad D, . . . .	Week	30.00	9	53
<b>Firemen.</b>				
Railroad D, . . . .	Week	16.45	9	53

<sup>1</sup> Rates were increased on May 5, 1917, to \$2.20, \$2.10 and \$2.00, respectively.<sup>2</sup> Rate was increased 10 cents a day on May 5, 1917.<sup>3</sup> Rates were increased approximately 10 per cent on January 2, 1917.<sup>4</sup> Three rates, \$3.40, \$2.93, and \$2.83 a day, went into effect on June 2, 1917.<sup>5</sup> Rate was increased 15 cents a day on May 5, 1917.<sup>6</sup> Rates were increased 10 cents a day on June 2, 1917.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
<b>Freight Agents.</b>				
Railroad B, . . . . .	Week	<sup>1</sup> \$18.75	9	—
Railroad B, <sup>2</sup> . . . . .	Week	23.10, 21.00, 19.00, 18.60, 17.00	12	—
<b>Freight Agents and Operators.</b>				
Railroad B, <sup>2</sup> . . . . .	Week	25.00, 24.00, 22.00, 20.00	12	—
<b>Freight Checkers.</b>				
Railroad A (Boston), . . . . .	Day	2.80	10	60
Railroad A (outside of Boston), . . . . .	Day	2.53	10	60
Railroad B (Boston), . . . . .	Day	<sup>3</sup> 2.65	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 2.82	10	60
Railroad C (outside of Boston), . . . . .	Day	<sup>5</sup> 2.41	10	60
<b>Freight Deliverers.</b>				
Railroad A (Boston), . . . . .	Day	<sup>6</sup> 2.60	10	—
Railroad A (outside of Boston), . . . . .	Day	<sup>6</sup> 2.29	10	60
Railroad B (Boston), . . . . .	Day	<sup>7</sup> 2.45	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 2.82	10	—
Railroad C (outside of Boston), . . . . .	Day	<sup>8</sup> 2.38	10	60
<b>Freight Handlers.</b>				
Railroad A (Boston), . . . . .	Day	<sup>9</sup> 2.42	10	—
Railroad B, . . . . .	Day	<sup>10</sup> 2.30	10	60
Railroad C, . . . . .	Day	<sup>11</sup> 2.30	10	—
<b>Freight Laborers.</b>				
Railroad A (Boston), . . . . .	Day	<sup>9</sup> 2.30	10	60
Railroad A (outside of Boston), . . . . .	Day	<sup>12</sup> 2.05	10	60
Railroad C (longshoremen, outside of Boston), <sup>13</sup> . . . . .	Day	1.95, 1.70	10	60
<b>Freight Receivers.</b>				
Railroad A (Boston), <sup>14</sup> . . . . .	Day	2.89, 2.75	10	60
Railroad A (outside of Boston), . . . . .	Day	<sup>6</sup> 2.29	10	60
Railroad B (Boston), . . . . .	Day	<sup>15</sup> 2.55	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 2.82	10	60

<sup>1</sup> Rate was increased approximately 10 per cent on January 2, 1917.<sup>2</sup> Rates were increased approximately 10 per cent on January 2, 1917.<sup>3</sup> Rate was increased to \$3 a day on April 19, 1917.<sup>4</sup> Rate was increased to \$3 a day on June 1, 1917.<sup>5</sup> Rate was increased 5 per cent on June 1, 1917.<sup>6</sup> Rate was increased 5 per cent on March 31, 1917.<sup>7</sup> Rate was increased to \$2.80 a day in May, 1917.<sup>8</sup> Rate was increased to \$2.45 a day on June 2, 1917.<sup>9</sup> Rate was increased to \$2.50 a day on March 31, 1917.<sup>10</sup> Rate was increased 5 per cent on May 3, 1917.<sup>11</sup> Rate was increased to \$2.50 a day on June 2, 1917.<sup>12</sup> Rate was increased 10 cents a day on March 31, 1917.<sup>13</sup> On June 2, 1917, a minimum rate of \$2.15 a day was established for new employees and \$2.25 a day for employees already in the service and for all employees after 75 days of service.<sup>14</sup> Rates were increased 7 cents a day on March 31, 1917.<sup>15</sup> Rate was increased to \$2.90 a day on May 19, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
<b>Guides.</b>				
Railroads A and B (Boston), . . . .	Day	<sup>1</sup> \$2.65	9	63
<b>Mail Carriers.</b>				
Railroad C, <sup>2</sup> . . . . .	Day	1.65-1.90	-	-
<b>Matrons.</b>				
Railroad D, . . . . .	Week	8.50, 8.25	8	48
<b>Oilers, Ferry.</b>				
Railroad D, . . . . .	Week	11.00	9	53
<b>Pilots.</b>				
Railroad D, . . . . .	Week	31.15	9	53
Railroad D (relief pilots), . . . .	Week	23.05	-	-
<b>Station Agents.</b>				
Railroad A, <sup>3</sup> . . . . .	Day	3.74, 3.40, 3.18, 3.13, 2.92, 2.83, 2.65, 2.55, 2.54, 2.49, 2.45, 2.39, 2.27, 2.17, 2.12, 1.98, 1.96, 1.91, 1.86, 1.82, 1.80, 1.70	9- 13	63- 91
Railroad A (relief), . . . . .	Day	<sup>4</sup> 3.49		
Railroad B, <sup>5</sup> . . . . .	Week	23.10, 22.50, 21.00, 20.50, 20.00, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.00, 15.50, 15.25, 15.00, 14.50, 14.00, 13.50, 13.25, 13.00, 12.00, 11.25, 11.00, 10.50, 10.00, 9.00, 8.50	12	-
Railroad B (relief), . . . . .	Week	<sup>6</sup> 23.10	-	-
Railroad C, . . . . .	Day	3.95, 3.90, 3.75, 3.74, 3.70, 3.65, 3.55, 3.50, 3.45, 3.40, 3.35, 3.30, 3.20, 3.15, 3.10, 2.95, 2.85, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.40, 2.35, 2.30, 2.25, 2.20, 2.10	-	-
Railroad D (Boston), . . . . .	Week	23.00	9	53
Railroad D (way stations), . . . .	Week	15.00, 14.50, 13.50, 13.00	9	53
<b>Station Agents and Operators.</b>				
Railroad B, <sup>5</sup> . . . . .	Week	21.00, 17.50, 17.00, 16.50	9	-
Railroad B, <sup>5</sup> . . . . .	Week	23.10, 22.50, 22.00, 21.00, 19.50, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.30, 16.25, 16.00, 15.50, 15.00	12	-
Railroad B (relief), . . . . .	Week	<sup>6</sup> 23.10	-	-
Railroad C, . . . . .	Day	3.95, 3.80, 3.70, 3.65, 3.60, 3.45, 3.40, 3.35, 3.25, 3.20, 3.15, 3.10, 3.05, 3.00, 2.95, 2.90, 2.85, 2.80, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30	-	-
<b>Station Agents and Operators, Assistant.</b>				
Railroad B, . . . . .	Week	<sup>6</sup> 16.00	9	-
Railroad B, . . . . .	Week	<sup>6</sup> 19.00	12	-
Railroad C, . . . . .	Day	2.70	-	-

<sup>1</sup> Rate was increased 15 cents a day on May 5, 1917.<sup>2</sup> Rates were increased 5 per cent on June 2, 1917.<sup>3</sup> Rates were increased 5 per cent on March 31, 1917.<sup>4</sup> Rate was increased 5 per cent on March 31, 1917.<sup>5</sup> Rates were increased approximately 10 per cent on January 2, 1917.<sup>6</sup> Rate was increased approximately 10 per cent on January 2, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		HOURS OF LABOR	
	Unit	(Paid according to class of service, priority of service, or local conditions)	Day	Week
Telegraph Operators. <sup>1</sup>				
Railroad A, <sup>2</sup> . . . . .	Day	\$3.02, 2.99, 2.76, 2.65, 2.55, 2.49, 2.44, 2.39, 2.33, 2.27, 2.12	-	-
Railroad B, <sup>3</sup> . . . . .	Week	21.00, 17.50, 16.50	8	-
Railroad B, . . . . .	Week	<sup>4</sup> 15.25	10	-
Railroad B, . . . . .	Week	<sup>4</sup> 13.65	12	-
Railroad C, . . . . .	Day	3.25, 3.20, 2.90, 2.85, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35	-	-
Ticket Agents.				
Railroad A, <sup>2</sup> . . . . .	Week	25.18, 23.22, 20.14, 19.61	12	-
Railroad C, . . . . .	Day	3.35, 3.20, 3.10, 3.05, 2.95, 2.90, 2.85, 2.70, 2.60, 2.05	10	70
Railroad C, . . . . .	Week	27.85, 26.70	10	70
Railroad D, . . . . .	Week	23.00, 18.15, 17.00, 14.00, 13.00, 12.00, 9.00	-	-
Ticket Agents, Assistant.				
Railroad C, . . . . .	Day	2.85, 2.80, 2.75, 2.65, 2.60, 2.55, 2.50, 2.36, 2.35	10	70
Ticket Agents and Operators.				
Railroad B, <sup>3</sup> . . . . .	Week	17.75, 17.50, 17.25, 16.00	9	-
Railroad B, <sup>3</sup> . . . . .	Week	22.00, 20.50, 18.50, 18.00, 17.50, 16.50, 16.00, 15.00	12	-
Railroad C, . . . . .	Day	3.20, 3.10, 2.95, 2.90, 2.85, 2.80, 2.70, 2.65, 2.60, 2.50, 2.45, 2.35	10	70
Railroad C, . . . . .	Week	20.70	10	70
Ticket Agents and Operators, Assistant.				
Railroad C, . . . . .	Day	2.85, 2.75, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30	10	70
Ticket Clerks.				
Railroad B, . . . . .	Week	<sup>4</sup> 16.50	9	-
Ticket Clerks and Operators.				
Railroad B, <sup>3</sup> . . . . .	Week	18.00, 17.50, 17.00, 16.00, 15.75	9	-
Railroad B, . . . . .	Week	<sup>4</sup> 16.00	10	-
Railroad B, <sup>3</sup> . . . . .	Week	17.00, 16.50, 14.00	12	-
Ticket Sellers.				
Railroads A and B (Boston), <sup>5</sup> . . . . .	Week	26.60, 23.05, 22.40, 21.00, 19.25, 17.30, 15.75, 14.00	-	63
Railroad C, . . . . .	Day	3.45, 3.20	10	70
Railroad C, . . . . .	Week	16.35	10	70
Watchmen.				
Railroad C (Boston), . . . . .	Day	2.41, 2.30, 2.26, 2.25, 2.15, 1.99, 1.94	10	70
Railroad C (outside of Boston), . . . . .	Day	2.26, 2.15, 2.10, 2.05, 1.99, 1.94, 1.84, 1.82	12	84

<sup>1</sup> In many cases telegraph operators work in 3 tricks of 8 hours each; in a few cases 2 tricks of 12 hours each, or 4 tricks of 6 hours each. Rates paid employees in a specific group of tricks are not always uniform.

<sup>2</sup> Rates were increased 5 per cent on March 31, 1917.

<sup>3</sup> Rates were increased approximately 10 per cent on January 2, 1917.

<sup>4</sup> Rate was increased approximately 10 per cent on January 2, 1917.

<sup>5</sup> One new rate of \$28 a week went into effect on May 3, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SWITCH TOWER SERVICE.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER WEEK		Daily Hours of Labor <sup>1</sup>
	Unit	(Paid according to class of service, priority of service, or conditions in different locations in State)	
<b>Agents, Operators, and Towermen.</b>			
Railroad B, <sup>2</sup> . . . . .	Week	\$18.25, 17.80	9
Railroad B, . . . . .	Week	<sup>3</sup> 17.00	12
<b>Announcers.</b>			
Boston (Terminal Division), . . . . .	Day	2.65, 2.50	8
<b>Car Distributors.</b>			
Railroad B, . . . . .	Week	<sup>3</sup> 24.50	-
<b>Clerks, Operators, and Towermen.</b>			
Railroad B, . . . . .	Week	<sup>3</sup> 17.30	9
<b>Levermen or Helpers.</b>			
Boston (Terminal Division), . . . . .	Day	3.80	8
Railroad A, <sup>4</sup> . . . . .	Day	2.76, 2.61	8
Railroad B, <sup>2</sup> . . . . .	Week	19.35, 19.25, 18.10, 17.60, <sup>5</sup> 16.50, <sup>5</sup> 16.25, <sup>5</sup> 15.30	8
Railroad C, <sup>6</sup> . . . . .	Day	3.67, 3.37, 3.27, 3.22, 2.82, 2.77	8
Railroad C (relief), . . . . .	Day	<sup>7</sup> 2.92	8
<b>Levermen, Head.</b>			
Railroad B, . . . . .	Week	<sup>3</sup> 20.00	8
<b>Sheetmen.</b>			
Railroad C, . . . . .	Day	<sup>7</sup> 2.92	8
Railroad C (Terminal, clerks and sheetmen), . . . . .	Day	<sup>7</sup> 3.02	8
<b>Switchmen.</b>			
Railroad A (groundmen), . . . . .	Day	<sup>8</sup> 2.47	12
<b>Switchmen and Telegraph Operators.</b>			
Railroad B, . . . . .	Week	<sup>3</sup> 16.50	12
Railroad C, . . . . .	Day	<sup>7</sup> 2.35	12
Railroad C (day), <sup>6</sup> . . . . .	Day	2.25, 2.20	12
Railroad C (night), <sup>6</sup> . . . . .	Day	2.40, 2.20	12
<b>Telephone Operators.</b>			
Boston (Terminal Division), . . . . .	Day	2.80	8
<b>Tower Directors.</b>			
Boston (Terminal Division), . . . . .	Day	4.80	8
Railroad A, . . . . .	Day	<sup>8</sup> 4.00	8
Railroad B, . . . . .	Week	<sup>3</sup> 24.50	8
Railroad C, <sup>9</sup> . . . . .	Day	4.42, 3.97, 3.67, 3.37, 3.17, 3.07	8
Railroad D, . . . . .	Week	19.25	10 9

<sup>1</sup> Nearly all towermen work 7 days a week.<sup>2</sup> Rates were increased approximately 10 per cent on January 2, 1917.<sup>3</sup> Rate was increased approximately 10 per cent on January 2, 1917.<sup>4</sup> Rates were increased 5 per cent on March 31, 1917.<sup>5</sup> Work 6 days.<sup>6</sup> Rates were increased 25 cents a day on June 1, 1917.<sup>7</sup> Rate was increased 25 cents a day on June 1, 1917.<sup>8</sup> Rate was increased 5 per cent on March 31, 1917.<sup>9</sup> Includes foremen and director levermen; rates were increased 25 cents a day on June 1, 1917.<sup>10</sup> Work 53 hours a week, 8 hours on Saturday.

TABLE 16. STEAM RAILROAD SERVICE — CONCLUDED.

## SWITCH TOWER SERVICE — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER WEEK		Daily Hours of Labor
	Unit	(Paid according to class of service, priority of service, or conditions in different locations in State)	
Towermen.			
Railroad A, <sup>1</sup> . . . . .	Day	\$3.02, 2.86, 2.76, 2.65, 2.55, 2.44, 2.39	8
Railroad A (relief), . . . . .	Day	<sup>2</sup> 3.18	8
Railroad B, <sup>3</sup> . . . . .	Week	21.00, 20.70, 20.50, 20.20, 20.15, 20.00, 19.80, 19.75, 19.70, 19.25, 19.00, 18.75, 18.60, 18.25, 18.10, 18.00, 17.90, 17.80, 17.60, 17.50, 17.35, 17.30, 17.25, 17.20, 17.15, 17.00, 16.25, 16.00	8
Railroad B, <sup>3</sup> . . . . .	Week	18.00, 17.75, 17.00, 16.80	9
Railroad B, <sup>3</sup> . . . . .	Week	19.00, 18.00, 17.60, 17.00, 16.00, 15.50, 15.00	12
Railroad B (relief), <sup>3</sup> . . . . .	Week	21.00, 20.70	-
Railroad C, <sup>4</sup> . . . . .	Day	3.17, 3.07, 3.02, 2.97, 2.87, 2.82, 2.77, 2.67, 2.57, 2.47	8
Railroad D, . . . . .	Week	18.00, 16.35	<sup>5</sup> 9

<sup>1</sup> Rates were increased 5 per cent on March 31, 1917.<sup>2</sup> Rate was increased 5 per cent on March 31, 1917.<sup>3</sup> Rates were increased approximately 10 per cent on January 2, 1917.<sup>4</sup> Rates were increased 25 cents a day on June 1, 1917.<sup>5</sup> Work 53 hours a week, 8 hours on Saturday.

TABLE 17. STREET AND ELECTRIC RAILWAY SERVICE.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Motormen and Conductors — Surface Lines.</b>							
Bay State St. Ry. Co., . . . . .	\$0.26 $\frac{1}{2}$	\$0.27	\$0.28	\$0.29	\$0.30	\$0.31	\$0.32
Boston Elevated Ry. Co., . . . . .	.28 $\frac{3}{4}$	.29	.30 $\frac{1}{4}$	.31	.31 $\frac{1}{2}$	.32 $\frac{1}{2}$	.34
Berkshire St. Ry. Co., . . . . .	.24 $\frac{1}{2}$	.26	.27 $\frac{1}{2}$	.28 $\frac{1}{2}$	.30	.30	.30
Boston & Worcester St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Connecticut Valley St. Ry. Co., . . . . .	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.23	.23 $\frac{1}{2}$	.24	.25	.26
Holyoke St. Ry. Co., . . . . .	.27	.28	.29	.31	.33	.33	.33
Interstate Consolidated St. Ry. Co., . . . . .	.28	.29 $\frac{1}{2}$	.31	.32	.34	.34	.34
Mass. Northeastern St. Ry. Co., . . . . .	.22 $\frac{1}{2}$	.23	.24	.25	.26	.27	.28 $\frac{1}{2}$
Middlesex & Boston St. Ry. Co., . . . . .	—	.24	.26	.28	.29	.30	.30
Milford & Uxbridge St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.28	.29 $\frac{1}{2}$	.31	.32	.34	.34	.34
New Bedford & Onset St. Ry. Co., . . . . .	.25	.26	.28	.29	.30	.31	.32
Northampton St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Northern Mass. St. Ry. Co., . . . . .	.23 $\frac{1}{4}$	.23 $\frac{1}{2}$	.24	.24 $\frac{1}{2}$	.25	.26	.26
Springfield St. Ry. Co., <sup>1</sup> . . . . .	2.55 $\frac{1}{2}$	2.70 $\frac{1}{2}$	2.85 $\frac{1}{2}$	2.95 $\frac{1}{2}$	3.10 $\frac{1}{2}$	3.10 $\frac{1}{2}$	3.10 $\frac{1}{2}$
Union St. Ry. Co. (New Bedford), . . . . .	.25	.26	.28	.29	.30	.31	.32
Worcester Consolidated St. Ry. Co., . . . . .	.28	.29 $\frac{1}{2}$	.31	.32	.34	.34	.34

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR					
	1st Year	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Brakemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	\$0.24	\$0.24 $\frac{1}{2}$	\$0.25 $\frac{1}{4}$	\$0.25 $\frac{3}{4}$	\$0.26 $\frac{1}{4}$	\$0.26 $\frac{3}{4}$
<b>Collectors.</b>						
Boston Elevated Ry. Co., . . . . .	{ 2.17 .18	{ 2.19 .20	{ .21	.21	.21	.21
<b>Gatemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.20 $\frac{1}{2}$	.21 $\frac{1}{2}$	.22	.22 $\frac{1}{4}$	.22 $\frac{1}{2}$	.23
<b>Guards, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.27 $\frac{1}{2}$	.28 $\frac{1}{2}$	.29	.29 $\frac{1}{2}$	.30	.30 $\frac{1}{2}$
<b>Motormen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.32 $\frac{1}{4}$	.33	.33 $\frac{3}{4}$	.34 $\frac{1}{2}$	.35 $\frac{1}{4}$	.36

<sup>1</sup> Rates per day for 9 hours' work.<sup>2</sup> Smaller rate paid for first 6 months of the year; larger rate for second 6 months.

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# **PUBLICATIONS**

## **OF THE BUREAU OF STATISTICS**

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### **I. REPORT ON THE STATISTICS OF LABOR.**

(Public Document No. 15.)

The first Annual Report on the Statistics of Labor was published in 1870, the first Labor Bulletin in 1897, and Special Reports have been issued from time to time as occasion required. Beginning with the year 1913 all of these several publications of the Labor Division of the Bureau have been styled "Labor Bulletins", and a certain number of copies have been set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor." The Labor Bulletins are numbered consecutively as issued, and each number contains matter devoted to one subject, concerning labor or the condition of the wage-earning population or questions of economic or social interest.

A list of the Bulletins issued since January 1, 1916, will be found below, any of which will be mailed to applicants upon request. Persons or organizations desiring to receive the Labor Bulletins as issued will be entered on our mailing list upon making application, and exchanges with publications having reference to industrial and social matters will be gladly made.

*(A list of the Reports and Bulletins issued prior to January 1, 1916, will be furnished on application.)*

- No. 113, March 1, 1916. Fifteenth Annual Directory of Labor Organizations, 1916.
- No. 114, April 1, 1916. Union Scale of Wages and Hours of Labor in Massachusetts, 1915.
- No. 115, May 1, 1916. Wages and Hours of Labor in Steam and Electric Railway Service in Massachusetts.
- No. 116, September 1, 1916. Labor Legislation in Massachusetts, 1916.
- No. 117, November 1, 1916. Labor Injunctions in Massachusetts.
- No. 118, December 1, 1916. Eighth Annual Report on Labor Organizations, 1915.
- No. 119, March 1, 1917. Sixteenth Annual Directory of Labor Organizations, 1917.
- No. 120, May 1, 1917. Union Scale of Wages and Hours of Labor in Massachusetts, 1916.

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### **II. QUARTERLY REPORTS ON EMPLOYMENT IN MASSACHUSETTS.**

The first Quarterly Report on Employment in Massachusetts was published in May, 1908. A few reports for the following quarters are still available for distribution, and will be sent to any address upon application.

- 1914 — March 31; June 30; September 30; December 31.
- 1915 — March 31; June 30; September 30; December 31.
- 1916 — March 31; June 30; September 30; December 31.
- 1917 — March 31.

Annual summaries were published in the Annual Reports on Labor Organizations of which the following are still available for distribution: 1912, 1913, 1914, and 1915. Persons or organizations desiring to receive copies of these reports will be placed upon the mailing list upon making application.

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### **III. REPORT ON THE STATISTICS OF MANUFACTURES.**

(Public Document No. 36.)

The First Annual Report on the Statistics of Manufactures was published in 1886. Each report issued prior to 1907 contained comparisons for identical establishments, between two or more years, as to Capital Devoted to Production, Stock and Materials Used, Goods Made, Persons Employed, Wages Paid, and Time in Operation. Beginning with 1907 the comparisons for identical establishments were omitted, and all returns made to the Bureau were included in the tabulations. The Thirtieth Annual Report covering the year 1915 is available for distribution.

#### IV. REPORT ON THE STATISTICS OF MUNICIPAL FINANCES.

(Public Document No. 79.)

The first report on the Statistics of Municipal Finances was issued in September, 1908, and covered municipal fiscal years ending between November 30, 1906, and April 1, 1907. The reports for this and for later years contain tabular presentations showing the Cost of Municipal Government in Massachusetts; Summarized Statement of All Receipts and Payments, together with Analysis Tables and Definitions of Terms intended to promote uniformity in accounting and presentation of municipal reports. The first and second reports are now out of print. The ninth annual report covers municipal fiscal years ending between November 30, 1914, and March 31, 1915. Any of the reports now in print will be sent upon application.

#### V. THE MUNICIPAL BULLETIN.

These Bulletins contain matter relating to municipal affairs, especially finances, and are intended to promote a sound and efficient administration of city and town government in Massachusetts. That indicated by an asterisk (\*) is now out of print; those which remain in print will be mailed upon application.

**No. 1. January, 1910.** A Uniform Classification of Municipal Receipts and Payments Prescribed for the Cities and Towns of Massachusetts as a Basis for a Standard System of Accounts and Reports.

**\*No. 2. July, 1910.** Recent Legislation relative to Town Finances and Municipal Accounts. (Superseded by Bulletin No. 7.)

**No. 3. January, 1911.** The Issue and Certification of Town Notes Under the Provisions of Chapter 616 of the Acts of 1910.

**No. 4. March, 1911.** Outstanding Indebtedness of Certain Cities and Towns of Massachusetts Against which no Sinking Funds are being Accumulated or for the Extinguishment of which no Annual Payments of Principal are being made.

**No. 5. July, 1913.** Laws relating to Municipal Finances, including the Municipal Indebtedness Act of 1913, the Acts requiring the Certification of Town and District Notes, providing for the Auditing of Accounts, and the Installation of Accounting Systems by the Bureau of Statistics, making of Annual Returns of Financial Transactions, etc. (Superseded by Bulletin No. 7.)

**No. 6. July, 1914.** Laws relating to Municipal Finances with amendments of 1914. (Superseded by Bulletin No. 7.)

**No. 7. July, 1915.** Laws relating to Municipal Finances with amendments of 1914 and 1915. (Supersedes Bulletins Nos. 2, 5 and 6.) (Supplement, issued in 1916, contained amendments of 1916.)

#### VI. REPORT ON THE STATE PUBLIC EMPLOYMENT OFFICES.

(Public Document No. 80.)

Public employment offices are maintained under the jurisdiction of this Bureau in Boston, Springfield, and Worcester. The first Annual Report on the State Public Employment Offices was published in 1907. The annual reports contain statistical tables and descriptive matter relative to the work of the offices, and, with the exception of the 1st and 4th (out of print), will be sent upon application. The Tenth Annual Report was issued in February, 1917, and covered the year ending November 30, 1916.

#### VII. SPECIAL REPORTS.

Special reports, except those indicated by an asterisk (\*), which are now out of print, will be mailed upon application.

**\*January 4, 1911.** A Special Report on the Cost of Retirement Systems for State and County Employees in Massachusetts.

**\*January 6, 1911.** The Population of Massachusetts as Determined by the Thirteenth Census of the United States, 1910.

**April 15, 1912.** Report of a Special Investigation relative to the Indebtedness of the Cities and Towns of the Commonwealth.

**March 5, 1913.** Report of a Special Investigation relative to the Sinking Funds and Serial Loans of the Cities and Towns of the Commonwealth.

**August 1, 1913.** A Directory of Massachusetts Manufactures, 1913.

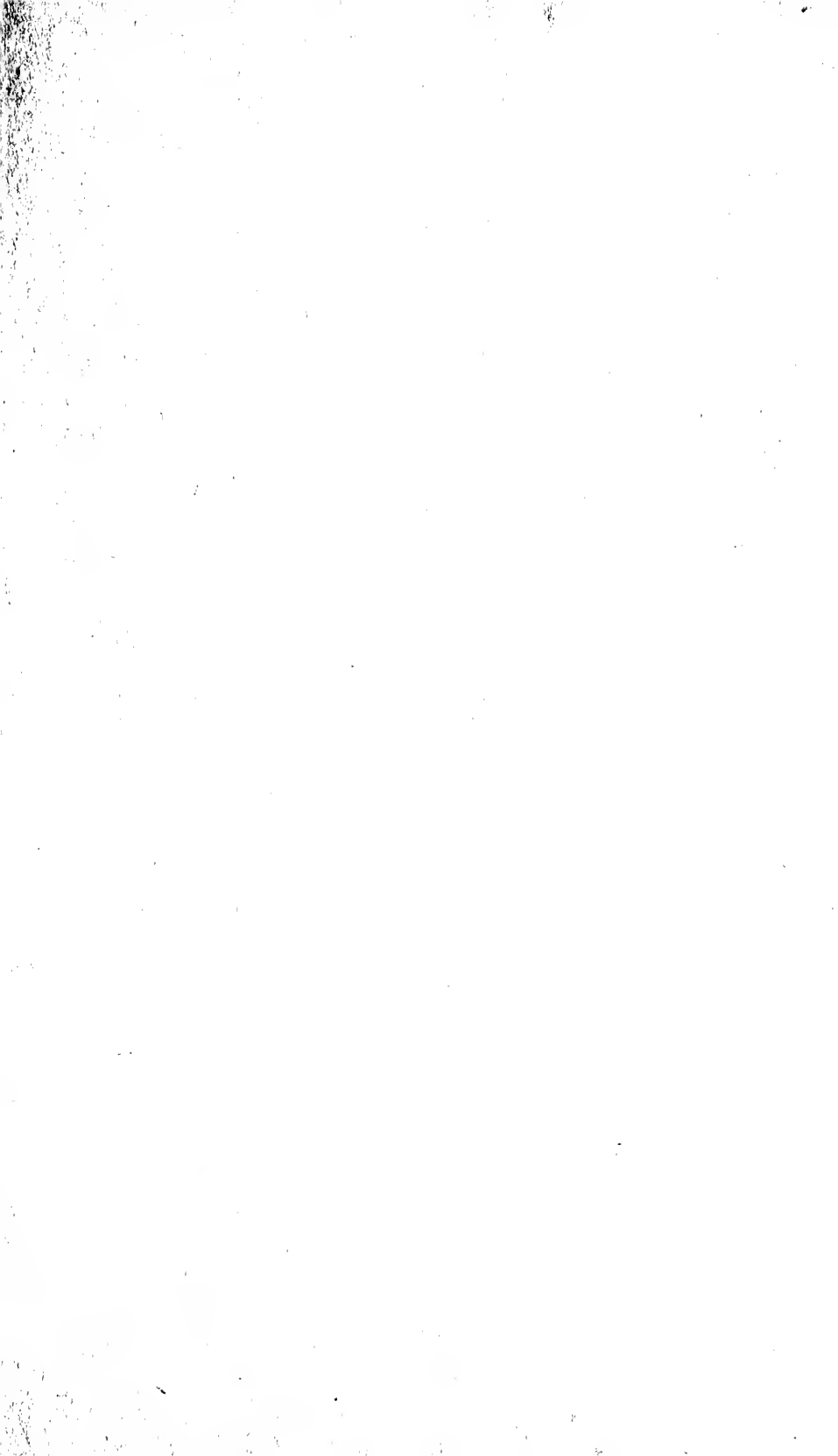
**August 1, 1914.** Report on Power Laundries in Massachusetts, 1913.

**December 15, 1916.** Report of a Special Inquiry relative to Aged and Dependent Persons in Massachusetts, 1915.

#### VIII. THE DECENNIAL CENSUS.

The Decennial Census of the Commonwealth for 1905 was published complete in four volumes, now out of print. The Decennial Census for 1915 was taken as of the date April 1, 1915. Press notices summarizing the results of the census are available for distribution.







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